

Description

What is sexual harassment? Is it a certain look? Does it include physical contact? Must the victim have succumbed to sexual advances? These are questions that will be addressed in this sexual harassment training session. Managers and supervisors play an important part in carrying out the company's sexual harassment policy.

Objectives

After your training program, the trainees should be able to:

- Define sexual harassment.
- Discuss sexual harassment occurrences in the workplace.
- Explain how to prevent sexual harassment in the workplace.

Audience

Awareness of what constitutes sexual harassment can help avoid problems in the workplace. This session is designed for supervisors and managers, since they may be the first ones to handle this issue if it arises. Therefore, they must understand what constitutes sexual harassment and the steps they need to take to address it.

Requirements

Sexual harassment is prohibited in the workplace by the Civil Rights Act of 1964. Additional rules have been published by the Equal Employment Opportunity Commission. In 1986, the courts decided that sexual harassment is a form of sexual discrimination. In 1991, a provision was added to the Civil Rights Act that allowed women to sue for compensatory damages for sexual harassment.

Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)