

# OARTeL™ Compliance - Sexual Harassment Prevention: A Matter of Respect and Responsibility



**Module Number:** CSHP001    **Module Duration:** 20 minutes    **Language:** US English  
**Module Format:** OARTeL — On-Demand Assessment and Remediation Tool

## Module Overview:

Sexual harassment in the workplace continues to be a major concern to employers and employees alike. Individual claims and class action suits have resulted in multi-million dollar judgments. The costs of sexual harassment to the accuser, the accused, the company, and significant others (family members and customers) is devastating. The most effective approach to preventing sexual harassment is to train your entire workforce. Training is not only an affirmative defense for employers, it's mandatory for those companies who do business in states such as California and Connecticut, and it is likely that more states will soon follow. As new employees arrive,

as individuals are promoted into supervisory positions, and as interpretations of the law change through current cases, the need to provide ongoing refresher training is a critical component of corporate compliance.

There is now a cost effective solution. This 15-minute course on sexual harassment prevention engages employees at all levels of a company in contemporary, compelling case studies that challenge individuals to understand and deal with sexual harassment as a matter of respect and responsibility. Learners are asked to determine whether the situations presented constitute sexual harassment and are asked to determine

next steps in addressing each dilemma. For each case study, feedback is provided, legal concepts are reviewed, possible consequences for key stakeholders are identified, and recommendations are made regarding appropriate next steps.

The result is an engaging refresher course for ongoing workforce training--a critical component of every employer's compliance tool box.

## Audience:

Designed for all employees including individual contributors, managers, and executives throughout the organization.

## Participants Will Learn:

- What constitutes sexual harassment
- What to do if you believe that you are being sexually harassed
- Company policies regarding sexual harassment
- Review of key legal concepts

Concentrics serves large and small groups within organizations across divisional, national, and cultural lines. Whether working with a large organization, or one small department, their fundamental goal is to assist clients in establishing work environments characterized by mutual respect and a strong commitment to excellence among employees at all levels.

For the past seven years, webLearning.com and Concentrics have provided best-in-class on-demand harassment prevention courses to over a 100,000 employees in a variety of e-Learning environments.

## Best In Class Content

The content for Sexual Harassment Prevention is created by Concentrics, Inc., an organizational development firm specializing in team building, leadership development, managing change and valuing differences, which has been creating award-winning sexual harassment prevention tools since 1990.



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