



CONDUCT CHANGE

52%

of women in the UK
have experienced
sexual harassment at
work

TUC 2016
Still just a bit of banter?

85%

of those sexually
harassed at work did
NOT formally report it

Government Equalities
Office 2020

29%

of employees
experienced sexual
harassment during a
12 month period

Government Equalities
Office 2020

**EMPLOYERS HAVE A
POSITIVE DUTY TO
PREVENT SEXUAL
HARASSMENT AT
WORK**



PREVENT...

**SEXUAL HARASSMENT
IN THE WORKPLACE
THROUGH AWARENESS
RAISING AND RISK
MANAGEMENT**

SEXUAL HARASSMENT AWARENESS

The Sexual Harassment Awareness online workshop focuses on behaviours and early interventions for all staff. It supports employers to meet the new positive legal duty on employers for the prevention of sexual harassment in the workplace, including by third parties.

Suitable for:

- All employees at every level of the organisation

WHAT YOU'LL LEARN...

- Definition of sexual harassment
- Brief overview of relevant legislation
- Different forms and behaviours that sexual harassment can take in both the physical and remote workplaces
- The impact of being harassed in the workplace
- Being an Active Upstander – how to intervene safely
- Identifying when someone might be most at risk
- Exploring what could be done differently
- What to do if you experience sexual harassment at work

1.5 HOURS ONLINE DELIVERY
UP TO 20 ATTENDEES

GET IN TOUCH

Website: www.conductchange.co.uk

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A really great day, lots of thought provoking content. Would highly recommend all businesses who care about their people attend this course! All my team had a super day

PREVENTION OF SEXUAL HARASSMENT



The Prevention of Sexual Harassment workshop will support you to meet the new positive legal duty on employers for the prevention of sexual harassment in the workplace, including by third parties.

There's no quick fix to the prevention of sexual harassment. This anticipatory duty requires employers to adopt a multi-disciplinary, risk management approach that reaches far beyond the assumption that it's an HR problem, and helps you address the causes at the root.

Suitable for:

- Board members, leaders and managers
- Anyone responsible for people, culture, health & safety, wellbeing and ESG
- HR and Organisational Development professionals

WE'LL EXPLORE:

Full Awareness programme PLUS

- Key changes for employers to meet the positive legal duty
- What steps are reasonable for your organisation?
- Is your reporting policy and process still fit for purpose?
- Embedding a risk assessment approach to meet the preventative duty
- Monitoring and evaluation of policies and measures
- Considerations when handling allegations of sexual harassment or assault
- When to involve external bodies including the police
- How to deal with complaints involving third parties
- Recovery - what to consider for individuals and organisations

3 HOURS ONLINE DELIVERY
UP TO 20 ATTENDEES

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Great session and found the practical, skills based approach really helpful. Along with a values based approach, having concrete skills that I can implement right away is one of the most important things for me to get from training and you absolutely delivered on both

ABOUT CONDUCT CHANGE

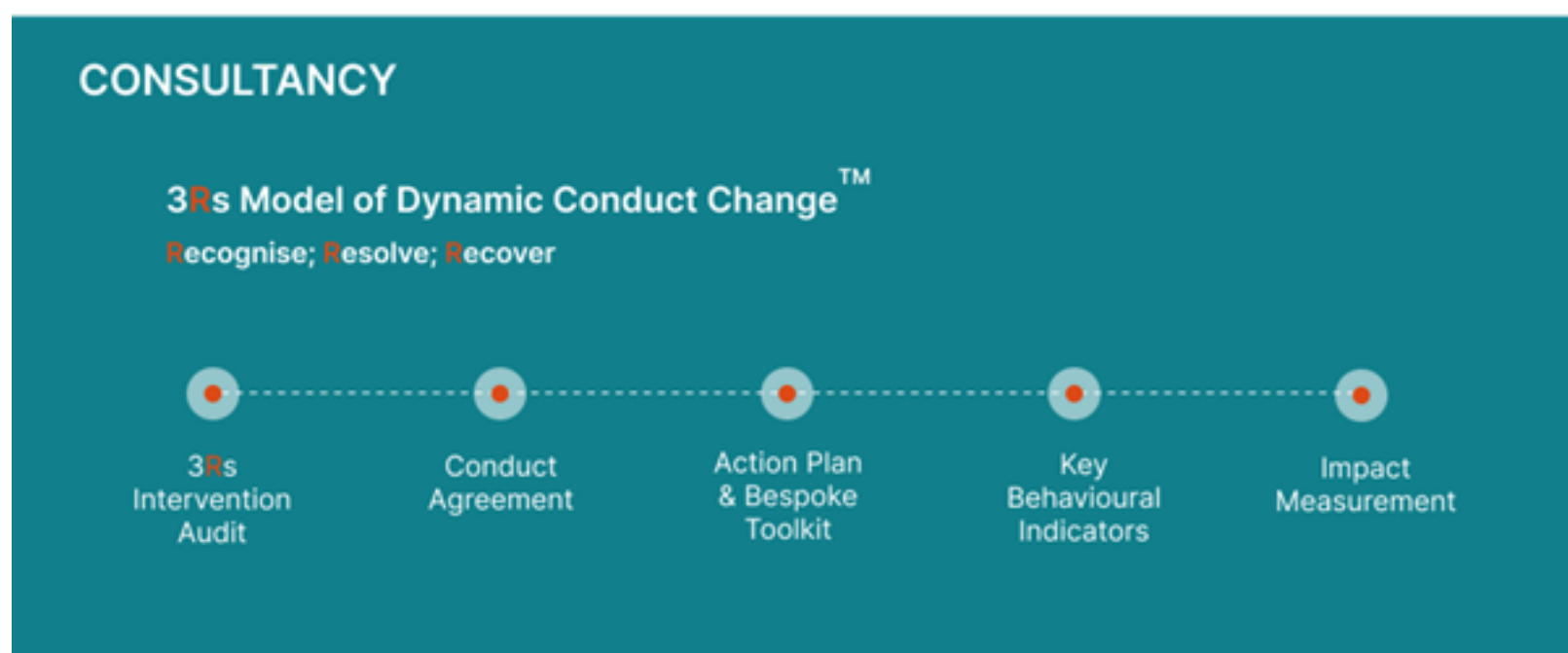
Conduct Change provides consultancy and training solutions rooted in the prevention of workplace bullying and harassment.

Our work is underpinned by our unique 3Rs Model of Dynamic Conduct Change™ - Recognise; Resolve and Recover; developed in partnership with academics and experts whose work focuses on prevention and resolution of workplace bullying and harassment.

WHAT WE OFFER

CONSULTANCY

Our consultancy services provide frameworks and solutions that are underpinned by our work in workplace behavioural development, rooted in the prevention of workplace bullying and harassment. These help our clients deliver on their goals and aspirations by focusing on behaviour change to drive and unlock performance.



TRAINING

Our training solutions are rooted in the prevention of workplace bullying, harassment and sexual harassment. Our flagship programmes on Understanding and Prevention are available online and in person. A Trauma Informed Approach to Workplace Bullying Cases is delivered online only.

We also offer bespoke in-house training and webinars to meet your needs.

KEYNOTE SPEAKER

Nicki Eyre, Founder and Managing Director of Conduct Change is available to book as a keynote speaker on the topic of workplace bullying. She regularly speaks both in the UK and internationally through a range of media.

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