



OBT

OBT Course Outline

SEXUAL HARASSMENT AWARENESS TRAINING FOR EMPLOYEES

<i>Main Aims and Key Benefits:</i>	This two-hour workshop is designed for all employees to raise awareness of sexual harassment in the workplace. It provides a clear understanding of what constitutes sexual harassment, how to respond if it is experienced or witnessed, and the importance of creating a respectful and inclusive work environment. The course supports compliance with the Equality Act 2010 and the Worker Protection Act 2023, empowering delegates to uphold workplace policies and maintain professionalism at all times.
<i>Course Content:</i>	<p>Module One – Introduction to Sexual Harassment</p> <ul style="list-style-type: none">• Defining sexual harassment• Debunking myths surrounding sexual harassment• Understanding the importance of addressing sexual harassment• The law <p>Module Two – Sexual Harassment in the Workplace</p> <ul style="list-style-type: none">• Definitions of sexual harassment• Common ways sexual harassment can manifest in workplace settings.• Unacceptable defences• Who is vulnerable to sexual harassment• Danger zone behaviours• Risk Factors• Positive workplace culture <p>Module Three – Preventing Sexual Harassment</p> <ul style="list-style-type: none">• Sexual harassment policy• Steps for reporting and addressing harassment• Bystander Intervention• Employee responsibility• Signposting – advice and support
<i>Training Methods:</i>	Syndicate exercises/group discussions
<i>Who will benefit:</i>	All employees
<i>Duration:</i>	2 hours
<i>Certification:</i>	OBT and Progressive Training
<i>Training Provider:</i>	Progressive Training