



OBT

OBT Course Outline

SEXUAL HARASSMENT AWARENESS TRAINING FOR LINE MANAGERS

Main Aims and Key Benefits:	This half-day workshop equips line managers with the knowledge and tools to identify, address, and prevent sexual harassment in the workplace. Managers will learn how to recognise inappropriate behaviour, handle complaints sensitively and effectively, and foster a culture of respect and professionalism. The course supports compliance with the Equality Act 2010 and the Worker Protection Act 2023.
Course Content:	<p>Module 1: Sexual Harassment in the Workplace</p> <ul style="list-style-type: none">• Definitions of sexual harassment• Debunking myths about sexual harassment• The impact of sexual harassment on individuals and teams• The Law• When and where harassment occurs, and who may perpetrate it• Recognising danger zone behaviours and warning signs• Workplace risk factors contributing to harassment• Building a positive workplace culture to deter harassment <p>Module 2: Policies and Procedures for Prevention</p> <ul style="list-style-type: none">• Understanding the duty of care as a line manager• Sexual harassment policy• Handling complaints professionally and sensitively• Bystander Intervention <p>Module 3: Supporting Employees and Taking Action</p> <ul style="list-style-type: none">• How to listen actively and empathise with employee concerns• Maintaining confidentiality while taking necessary steps• Providing professional support and signposting resources
Training Methods:	<ul style="list-style-type: none">▪ Syndicate exercises▪ Group discussions
Who will benefit:	Managers
Duration:	Half day
Certification:	OBT and Progressive Training
Training Provider:	Progressive Training