



**Contact McCloskey Partners today to discuss your training needs at
215-716-3035 x 0 or services@mccloskeypartners.com**

Objective of Training: Awareness & Sensitivity & Changing Behavior

The workplace is made up of a diverse group of people contributing to the success of the company. Tolerance and respect is the cornerstone of a productive environment.

This training emphasizes building and maintaining a culture of success based on doing what is right, as opposed to a culture of mere compliance. A culture of mere compliance will foster an environment where leaders and others will push the envelope of appropriateness, dragging the Company into distracting if not debilitating situations. A culture of success encourages and rewards doing what is right in-line with the Company's values essential for long-term success.

TRAINING- COURSE DETAILS

The following fundamentals are included in our training.

- **Major topics discussed:** Inappropriate behavior/Communicating non-defensively, Harassment & Sexual Harassment, Illegal Harassment, Discrimination, Diversity (being sensitive to a diverse workforce) and Retaliation.
 - The importance of respect and inclusion/ communicating your feelings diplomatically/non-confrontationally/ non-offensively; Conduct vs. Harassment.
 - Definitions of unlawful harassment/sexual harassment under Title VII of the Federal Civil Rights Act of 1964.
 - Types of conduct that constitute harassment.
 - The impact of harassment.
 - Practical skills, statutory provisions and case law concerning the prohibition against and the prevention of unlawful harassment, sexual harassment, discrimination and retaliation in employment.
 - Inappropriate conduct vs. illegal harassment
 - Receiving complaints, including from "silent," reluctant, and chronic reporters.
 - The responsibility and requirement to follow the Company's Anti-Harassment policy.
 - Illustrations of inappropriate behavior, harassment & sexual harassment, diversity, discrimination and retaliation, including hypotheticals based on workplace situations, using training modalities such as role plays.



TRAINING FORMAT

- **Who should attend:** All Employees
- **Length of Training session:** 1.50 – 2.00
- **Location of Training:** Client location or On Demand Webinar
- **Format:** Interactive role playing exercises & discussion & policy/ legal compliance review.

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