

Preventing Harassment and Discrimination in the Workplace | For Non-Supervisors

Course Outline – Non-supervisors

Includes pre- and post-surveys

Module	Learning Objectives	# of Configurable Pages
Building Positive Workplaces	<ul style="list-style-type: none">• Identify awareness, attitude, and action as three steps toward being an active bystander.• Recognize the role each employee plays in creating a positive work environment.• Define the responsibility organizations have to prevent harassment, discrimination, and retaliation.• Recognize the significance of preventing misconduct, even if it's not illegal.	4
Recognizing Discrimination	<ul style="list-style-type: none">• Define discrimination as unfair treatment toward a person based on certain characteristics.• Recognize that Title VII protects employees from discrimination on the basis of race, color, sex, religion and national origin. Differentiate disrespect and bullying from harassment and discrimination.• Identify categories protected under anti-discrimination laws.• Identify forms of discrimination that are harmful, but not illegal under federal law.	2
Developing Awareness	<ul style="list-style-type: none">• Define awareness as tuning into what is happening around you and identifying potentially problematic behavior at work.• Recognize the effects of implicit bias on the work environment.	2

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Identifying Harassment	<ul style="list-style-type: none">• Differentiate harassment and discrimination.• Identify types of harassment at work, from subtle issues to illegal actions.• Recognize the effects of harassment on the work environment.	2
Cultivating Positive Attitudes	<ul style="list-style-type: none">• Define attitude as how you support, encourage, and maintain a professional work environment.• Describe barriers that prevent employees from engaging in bystander intervention.• Define the bystander effect as the phenomenon by which the more people who witness an incident, the less likely it is that someone will intervene.	2
Spotting Retaliation	<ul style="list-style-type: none">• Define retaliation as when an employee is punished for engaging in an activity that is legally protected.• Describe how protected activities and adverse actions relate to retaliation.• Recognize legal remedies and penalties for harassment, discrimination, and retaliation.	3

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Taking Action	<ul style="list-style-type: none">Identify ways to take direct action as a bystander.Identify distract, delegate, and delay as indirect bystander intervention techniques.	3
Conclusion	<ul style="list-style-type: none">Identify awareness, attitude, and action as three steps toward being an active bystander.	8
Conclusion (CT learners only)	<ul style="list-style-type: none">Recognize that identity is complex and intersectional, making certain populations especially vulnerable to harassment.Recognize that allyship is a lifelong process of building relationships of trust with marginalized populations.Identify harassment based on sex and other behaviors that can harm workplace culture.Evaluate problematic workplace situations that may call for intervention.	8