

COURSE OVERVIEW

Sexual Harassment

TIEDI-104

Sexual harassment is a serious workplace issue that undermines dignity, safety, and equality. This course provides a practical understanding of what constitutes sexual harassment, how to prevent it, and how to respond appropriately.

It aligns with the Equality Act 2010 and the Worker Protection (Amendment of Equality Act 2010) Act 2023, which require employers to take reasonable steps to prevent harassment and protect employees.

By completing this course, learners will gain a deeper understanding of their legal responsibilities and contribute to fostering a respectful and inclusive workplace culture.

Module 1: Sexual Harassment

The Worker Protection (Amendment of Equality Act 2010) Act requires employers to take proactive steps to prevent sexual harassment of employees during their employment.

- Definition of sexual harassment
- Examples of sexual harassment
- Employer's accountability
- Policy development
- How to prevent recurrence
- Responsibilities of employees, managers and senior leadership
- Organisational culture

Suitable for:

All employees, managers, and directors

Skills achieved:

- People Management (Basic)
- Managerial Courage (Basic)

Related Resources:

- Gross Misconduct Assessment
- Disciplinary Penalty Process Audit
- Misconduct Reliability Checklist
- Disciplinary Hearing Planning Checklist
- Disciplinary Penalty Checklist
- Disciplinary Hearing Checklist
- Whistle-blower Checklist
- Misconduct guidance for HR
- Potential Misconduct Incident

Benefits:

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

Estimated Time:

20 Minutes

Related Courses:

- Stress Awareness
- Stress Management
- Managing Stress
- Essentials of Equality, Diversity and Inclusion
- Alcohol in the Workplace
- Epilepsy Awareness