Sexual harassment prevention: It starts with a conversation

Define the Line
Trainer: Nikki Larchar, SHRM-CP
Thank you
Meet your trainer

Nikki Larchar, SHRM-CP

Workplace harassment prevention trainer and speaker.

• Over 9 years of HR experience
• Co-founded HR consulting firm, simplyHR in 2016
• Co-authored the harassment prevention training solution, Define the Line in 2018
• Believes that creating change starts with a conversation
Reminders

- Emotions and feelings are okay – taking breaks are okay too.

- You control what you give and what you get out of our time together.

- Questions and engagement are encouraged.
Preventing sexual harassment

The basics

It starts with a conversation

Becoming an industry leader
Harassment Prevention History
1964
Title VII of the Civil Rights Act of 1964

1974
*Barnes v. Train* – First sexual harassment case

1980
EEOC establishes guidelines
1986
U.S. Supreme Court addresses sexual harassment for the first time

1991
Anita Hill raises allegations against Clarence Thomas

1998
Courts say that if an employer can prove they educated employees on how to report and take action after a report they reduce their liability
2005
U.S. Supreme Court rules it’s illegal to retaliate against an employee who files a harassment claim.

2017
#metoo movement

2021
Brienne Allan and thousands of others in the brewing industry share their stories.
TODAY

Ready to spark change – one conversation at a time.
Cultivate a culture where inclusion, diversity, and equity are valued and respected.
Traditional Anti-harassment Training

VS

Harassment Prevention Training
Traditional Anti-harassment Training

Definition of sexual harassment

Negative harassment scenarios

Don’t harass others.
If you experience harassment report it.
Harassment Prevention Training

Definition of sexual harassment AND more

Positive scenarios

Reporting best practices

Bystander intervention

Interactive

Engaging

Creates accountability

Empowers employees to speak up and take action

Define the Line™
Creating your army of allies
Engage your team

Interactive activities.

Discussion topics and questions.

Small groups, partners, and individual work.
How does sexual harassment show up in the workplace?

Share in the chat
Make training relevant

Examples of what employees might encounter.

Scenarios based on real stories, or common types of behavior.

Focus on the positive.
If you filed a complaint, what would you need in order to feel supported?

Share in the chat
Leadership Training

Separate or additional training.

What’s their role as a leader.

Build empathy.
What’s the number one reason why people don’t report?

Share in the chat
Practice, practice, practice!

What would you do or say?

What bystander intervention style would you use?

How could we have handled this situation differently?
Examples of harassment

- Asking sexual questions, such as inquiries about someone’s sexual history or their sexual orientation.
- Unwanted sexually explicit photos, emails, or text messages.
- The display in the workplace of sexually suggestive objects or pictures.
Someone sends an unsolicited picture of their "you know what".

What would you do or say...
A colleague says or does something inappropriate to you outside of the workplace.

What would you do or say...
The 5 D’s of Bystander Intervention
Direct

Use words or actions to stop what is going on.
Distract

Interrupt the interaction.
Delegate

Ask someone else to help.
Delay

Check-in after the interaction.
Document

Keep a record of what you observe.
Which of the 5 D’s do you feel most drawn to?

Direct, Distract, Delegate, Delay, Document
While at a conference, after having a few drinks with colleagues, you notice that one of your colleagues is inebriated and someone is trying to get that person to go to their room with them.

What would you do or say...

Direct
Distract
Delegate
Delay
Document
What would you do or say...

A colleague continues to use the wrong pronouns when referring to someone on your team.
Expand on training

- Set expectations at onboarding
- Create a committee of advocates
- Event coordinators – train volunteers on best practices and what to do if someone reports during an event
- Ongoing communication
What is one thing you can start doing today.
• Visit @ratmagnet and @emboldenactadvance

• Reach out to a coworker or colleague

• Start researching training vendors or create in-house training
Sexual harassment prevention: Becoming an Industry Leader

July 22nd
10am PT/ 11am MT/ 12pm CT/ 1pm ET

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