



# Sexual Harassment Training

## Course Outline

Duration: 2 Hours (minimum as required by law)

#### Recommended Training: Annually

## Regulatory Compliance: Connecticut CHRO

- Statute - Connecticut Human Rights and Opportunities Act Conn. Gen. Stat. § 46a- 54(15)(B), Conn. Agencies Regs. § 46a-54-204
- All private and public employers with 50 or more employees to provide 2 hours of sexual harassment training to all supervisory employees within 6 months of the assumption of a supervisory position (continued every 3 years)
- Classroom training with the ability to ask questions and receive answers

## Course Description:

Preventing harassment in the workplace is one of the most pressing compliance training initiatives. To raise a defense or avoid punitive damages in sexual harassment lawsuits, employers need to show that they have provided periodic sexual harassment training to all employees. Our comprehensive workplace sexual harassment program has been carefully designed to cover an array of topics, which comply with state mandated training requirements. With deliberate and focused topics on fostering a positive workplace environment, employees will understand how to recognize, respond, and prevent workplace harassment.

## Topics Covered:

- Define sexual harassment
- Quid pro quo harassment
- Hostile Work Environment
- Recognize that a single incident can result in sexual harassment
- Recognize that harassment can occur away from the workplace
- Explain how intent is not relevant in deciding whether sexual harassment has occurred
- Abuse of authority
- Patterns of offensive conduct
- Preventing Harassment & Discrimination
- Harassment and technology
- Defining protected categories
- Mandatory Reporting
- Prohibition of retaliation
- Risks associated with workplace romance
- Bullying and its impact in the workplace
- Creating a harassment free workplace
- Employee responsibilities
- Responding to sexual harassment
- Employer liability
- The complaints process
- Unwelcome behavior