

# A 1-Day Seminar On SEXUAL AND OTHER FORMS OF HARASSMENT

**Taking Proactive Measures Seriously**  
**Leadership & Influence | Diversity & Inclusion | Performance & Evaluations**  
**8:00am to 5:00pm | Earn 6 PDCEUs**



## Making The Case:

Organization should start training programs wherein the leadership is first in attendance, then the subordinates when rolling-out training initiatives. Not the other way around.

The Kaizen concept and principles places emphasis on continuous improvement and learning. One avenue to include the concepts of Kaizen would be geared toward attending seminars such as these, while creating ways and means to continually encourage growth and esteem in the organization.

One of the “**Five S**” of Kaizen (**Shitsuke or Self-Discipline**) concepts or principles refers to uplifting the dignity of every member of the workplace with explicit rules of conduct and of choice. Everyone . . . from Janitor to CEO, should be placed in training programs if this rule of conduct is to be upheld.

**CSC’s workshops** are predicated on assisting companies in establishing their rule of conduct. The workshops created are take into consideration how various mannerisms interact. With this knowledge the workshop does not concentrate solely on a single component of conduct as most training programs advocate. When orchestration is in play for growth strategies and execution, other components must be considered.

Noted our title, “Sexual Harassment and Other Forms of Harassment.” It is unusual to compile a workshop on sexual harassment with modules that include **leadership and influence, inclusion and diversity, and performance evaluation**. But, logically, do these not tie-into the goal of rules of conduct?

All too often, leadership takes for granted that they know the rules they should implement, only to have left-out one of the major components. The modules serve as reminders that each aspect of rule often augments another form of harassment, or conflicts with another policy . . . inadvertently.

For consideration in this **Sexual Harassment and Other Forms Of Harassment**, CSC’s experiences have shown

that at times, sexual harassment violations can arise from communication — e.g., how mannerisms are interpreted; not every accusation is true; though inadvertently portrayed, nonetheless, becomes unacceptable. Could stress play a role in unacceptable behavior? Policies and procedures when being written should take into consideration these other challenges outlined in the proposed workshop program.

Because the strategy and execution initiatives remain in the hands of the leadership, good, bad or indifferent, the performance is always about leadership and influence. But, **knowing what is and what is not harassment violations is paramount**. Our trainers expend every effort to decipher between the modules.

From the risk management perspective, this sexual harassment session **is a workshop — not a seminar**. Each participant leaves with a thorough understanding of how to add value to the training programs in their environments. The modules are presented with experiential methodologies.

We hope you will agree with the rationale for attendance; organize your schedule to attend, and/or attend with your executives, supervisors, managers and first time/in-line staff, and with the mindset of seeing things from a different angle.



Our trainers guarantee results. Let us do first things first. Organizations should start with the leadership in training initiatives, then the subordinates. Not the other way around. It is about strategy and execution. There will be those “aha, moments,” indeed.

A few non-traditional staffers **who should attend?** HR Leaders and Management, Land-side Supervisors [predominantly external workforces], Site Management Supervisors, Security Guards (see our Case Study “The Security Guard’s Conduct In Question), Government Staff Supervisors, Directors and Elected Officials Chiefs of Staff.

**“If one mistake can be avoided, the workshop was worth it.”**

**Pre-registration is required.** Sorry, **no on-site registration** availability. Register 2 or more and save!