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# Shades of Gray Preventing Sexual Harassment In the Workplace

**Prerequisites:** None  
**Schedule:** One Half-Day Session

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## Course Objectives

Sexual Harassment is a form of employee misconduct, which undermines the integrity of working relationships. Sexual harassment does not refer to occasional compliments but to behavior which is not welcome, which is personally offensive, and which destroys morale and interferes with employees' work effectiveness.

This workshop is designed to stop inappropriate and illegal behaviors that may be currently taking place on the job, and to prevent future occurrences of such behaviors. The cost of sexual harassment is extremely high in terms of turnover, absenteeism, and lack of trust, breakdown of communications, poor morale, and lower productivity. Several recent court decisions have dramatically changed the rules for establishing an employer's liability for sexual harassment in the workplace. An important measure to reduce the potential liability for a company includes anti-harassment training for all managers, supervisors, and employees. The EEOC Guidelines state, "the employer has an affirmative duty to maintain a workplace free of sexual harassment and intimidation.

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## Course Topics

- The Evolution of Sexual Harassment Past to Present
- Provide Clear Understanding of What Sexual Harassment Is
- Guidelines for Recognizing 'subtle' Sexual Harassment
- How does it work? The Cost to Employees and Management
- What the Law Says and The Company's Responsibility
- The Supervisor/Manager's Responsibility In Handling Complaints
- What Should We Do as an Organization In the Future

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## About the Speaker - Byron Pruitt

Director of Management Training & Development for The Employers Association and has over 25 years of management experience and is a Professional in Human Resources (PHR). Byron is also called upon to perform consulting services for members, as well as public speaking.

Byron's background includes experience in manufacturing and non-manufacturing environments. He facilitates all types of programs for all levels of participants. His expertise is leadership, management skills, team building, sexual harassment, and mentoring. He has trained thousands of participants during his eighteen years with The Employers Association. His first hand management experience brings a grass root, real world approach to his presentations.

Byron provides a variety of training and consulting services to companies, organizations, and attorneys to help with sexual harassment issues. These services include training for employees at all levels, training for in-house trainers, training for investigators and training for individuals in one-on-one sessions. He also conducts investigations into allegations of sexual harassment and consults with organizations regarding sexual harassment policies and procedures, preventative training programs, and handling of sexual harassment complaints.

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