

# Preventing Harassment and Discrimination for Canada

Course Outline – All Employees  
*Includes pre- and post-surveys*

Module	Learning Objectives	# of Customizable Pages
<b>Introduction</b>	<ul style="list-style-type: none"><li>• Recognize the sensitive nature of the course topics and key features of the interface functionality.</li><li>• Recognize the value of a positive, productive, professional workplace.</li><li>• Recognize the role they play in building and maintaining a positive workplace.</li></ul>	3
<b>Awareness</b>	<ul style="list-style-type: none"><li>• Define “awareness” in the context of the three A’s of bystander intervention (awareness, attitudes, and action).</li><li>• Define unlawful discrimination based on protected categories under federal and provincial laws.</li><li>• Identify concerning workplace behavior and how to address it before it becomes unlawful discrimination.</li></ul>	1

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<b>Attitudes</b>	<ul style="list-style-type: none"><li>• Define “attitudes” in the context of the three A’s of bystander intervention.</li><li>• Distinguish the difference between discrimination and harassment.</li><li>• Define <i>quid pro quo</i> and hostile work environment harassment, as well as abuse conduct.</li><li>• Identify types of harassment.</li><li>• Identify concerning behavior that may lead to harassment.</li><li>• Identify the barriers that may inhibit employees from feeling personal responsibility to intervene.</li><li>• Identify harassment, including sexual harassment, before and after it occurs.</li></ul>	1
<b>Action</b>	<ul style="list-style-type: none"><li>• Define “action” in the context of the three A’s of bystander intervention.</li><li>• Define retaliation, reprisal, behavior, and actions that may constitute retaliation, and legitimate actions that are not unlawful retaliation.</li><li>• Identify and practice using bystander intervention techniques, including direct action, distraction, delegation, and delay.</li><li>• Identify the proper channels to report retaliation and discrimination, including harassment.</li><li>• Understand the types of legal remedies and penalties that are available when someone harasses, or discriminates or retaliates against, another person in the workplace.</li></ul>	2

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<b>Conclusion</b>	<ul style="list-style-type: none"><li>• Recognize the role they play in building and maintaining a positive workplace.</li><li>• Recognize that a safe and respectful workplace requires a culture where everyone is a stakeholder.</li></ul>	3