

Preventing Harassment and Discrimination in the Workplace | Gateway for Non-Supervisors

Course Outline – Non-Supervisors
Includes pre- and post-surveys

Module	Learning Objectives	# of Configurable Pages
Building Positive Workplaces: Gateway	<ul style="list-style-type: none">• Identify awareness, attitude, and action as three steps toward being an active bystander.• Recognize the significance of preventing misconduct, even if it's not illegal.	3
Recognizing Discrimination and Developing Awareness	<ul style="list-style-type: none">• Define discrimination as unfair treatment toward a person based on certain characteristics.• Recognize that Title VII protects employees from discrimination on the basis of race, color, sex, religion and national origin. Differentiate disrespect and bullying from harassment and discrimination.• Identify categories protected under anti-discrimination laws.	2

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Identifying Harassment and Cultivating Positive Attitudes	<ul style="list-style-type: none">• Differentiate harassment and discrimination.• Recognize the effects of harassment on the work environment.• Define attitude as how you support, encourage, and maintain a professional work environment.• Describe barriers that prevent employees from engaging in bystander intervention.• Define the bystander effect as the phenomenon by which the more people who witness an incident, the less likely it is that someone will intervene.	2
Spotting Retaliation and Taking Action	<ul style="list-style-type: none">• Define retaliation as when an employee is punished for engaging in an activity that is legally protected.• Describe how protected activities and adverse actions relate to retaliation.• Recognize legal remedies and penalties for harassment, discrimination, and retaliation.• Identify ways to take direct action as a bystander.• Identify distract, delegate, and delay as indirect bystander intervention techniques.	2

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Conclusion: Gateway	<ul style="list-style-type: none">Identify awareness, attitude, and action as three steps toward being an active bystander.	8