



Sensitivity Awareness Coaching Program for Individual Contributors

Overview

Harassment incidents cost companies millions of dollars each year. Lost productivity, turnover, poor morale, and legal fees account for some of this expense. The psychological impact of such incidents often causes declining job performance. Most situations can be avoided through a good policy, complaint procedure and preventive training.

Harassment coaching is an alternative to training, designed for members of the business community who have been accused of harassment or discrimination. The goal of the program is to prevent incidents from reoccurring and to help the program participant get back a level of comfort at work.

Agenda and Activities

- * Discussion of complaint or event
- * Briefing on legal issues related to harassment and discrimination
- * A working definition of harassment
- * Examples of inappropriate/appropriate behavior in the workplace
- * Harassment legislation
- * Company policy
- * The role of the manager during harassment incidents
- * The role of Human Resources in the harassment incident
- * Discussion of written and video case examples

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