

Sexual Harassment: Physically and Mentally Well Prepared

Do you know what you need to do when you encounter sexual harassment?

Do you have basic defence skills to protect yourselves from sexual harassment?

Do you know how to apply behavioural intelligence to protect yourselves from sexual harassment?

Introduction

Sexual harassment has been a severe offence to human rights. It relates to the uninvited touching, kisses and embraces. Harassment and abusive conduct cost employers billions of dollars each year in lawsuits, employee turnover and lost productivity. This course outlines protected categories such as race, age, religion, disability, veteran status and sexual orientation. Unique content explicitly developed for managers ensures that they understand their specific obligations under the policy and the law. So, to prevent sexual harassment, the system would have to be formed and implemented. But, most of the victims did not know the way to stop the criminal on the spot. Therefore, this training module is designed to teach the way to handle and to resolve sexual harassment in action - **Psychologically, Behavioural, Technologically and SELF DEFENSE!**

Program Objectives

This program aims to:

- Expose various types of sexual harassment
- Assist participant in handling sexual harassment through behavioural intelligence, legitimate and self-defence techniques.

Learning Outcomes

After completing this program, participants should be able to:

- Handle sexual harassment effectively
- Use the appropriate methods to handle sexual harassment
- Protect yourselves with simple defence skills when necessary

Who should attend?

Non-managerial, First-line management, middle management, senior management and anyone that have the potential to encounter sexual harassment.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	<p>Sexual Harassment</p> <p>This module provides basic knowledge of sexual harassment and the type of sexual harassment. By understanding the categories of sexual harassment, the participant will be able to aware of their threat.</p> <p>Psychological Attack</p> <p>Sexual harassment affects both psychically and mentally. Participants should identify their psychological risk from embarrassment to depression. By understanding the potential risk, participants can avoid themselves to fall into the trap.</p>
10.30am-11.00am	Break and Networking
11.00am-1.00pm	<p>Emotional Control</p> <p>Candidates must be aware of the impact of sexual harassment on emotional control. The emotional diary will be introduced to the candidate to assess their own emotions during the trauma. Effective methods to accept and walk through the incident are shared in this module.</p>
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	<p>Sexual Harassment and Self Defense</p> <p>When you learn that their bodies are more capable than our culture has given them credit for and learn the tactics that can help them get out of a dangerous situation, they not only stand a good chance of thwarting the attack, but they send a message to others that you are not objects for sexual harassment.</p>
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	<p>Handling Psychological Stress Management</p> <p>Failure to handle stress derived from the sexual harassment caused to even suicidal. This module, shares techniques such as breathing exercise and muscle relaxation to handle stress derived from sexual harassment. This module helps participants to apply cognitive behaviour therapy for handling sexual harassment. The concept of ABCDE is introduced in this session.</p>

Time	Day Two
9.00am– 10.30am	<p>Types of sexual harassment and single incidents</p> <p>In this module, participants would learn the classes of sexual harassment encountered in the workplace: quid pro quo harassment and hostile working environment. At the same time, participants would understand the reinforces the point that the single incident can constitute sexual harassment.</p>
10.30am-11.00am	Break and Networking
11.00am-1.00pm	<p>Sexual harassment outside the workplace</p> <p>Employees must be aware that sexual harassment can occur outside the physical environment of the workplace and outside of normal working hours or a normal work context.</p>
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	<p>Stand-out to protect yourselves</p> <p>This module shares the techniques on how to capture concrete evidence to protect yourselves when encountering sexual harassment. This module also shares in term of a legal perspective, how to protect yourselves. Participants would learn basic technological tools to protect themselves from sexual harassment.</p>
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	<p>Your Right at Workplace for Sexual Harrassment</p> <p>This module helps participants to understand their rights when they face sexual harassment at the workplace. The participants would apply behavioural techniques and nudges to avoid themselves from sexual harassment.</p>