

# Webinar

## Delivering Engaging, Informative and Impactful Sexual Harassment Training

August 23, 2017

KNOWLEDGE | RESOURCES | ADVOCACY | CONNECTIONS

# Webinar

### Presenters



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Associate Vice President for Human Resources and Title IX Coordinator  
*Maryland Institute College of Art*



**Rythee Jones**  
Associate Vice President for Human Resources  
*Washington Adventist University*

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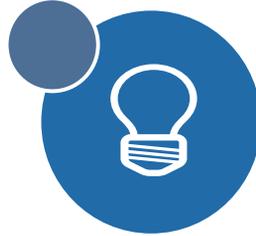
## Key Objectives for Today

By the end of this presentation, you will:



### 01 Understand

Understand basic elements of sexual harassment prevention training that is engaging as well as informative



### 02 Receive

Receive sample materials and templates of creative training activities you can easily incorporate into your campus' training efforts



### 03 Share

Have an opportunity to share with other attendees successful interactive training approaches

## Our Agenda for Today



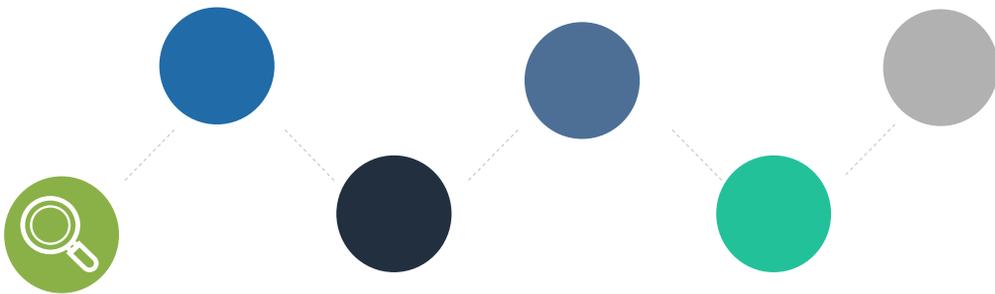
## Participants Poll #1

1. What hat do you wear on your campus?

- A. Human Resources
- B. Training
- C. Title IX
- D. Title IX and HR
- E. All of the above

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## Benefits of In-Person Training

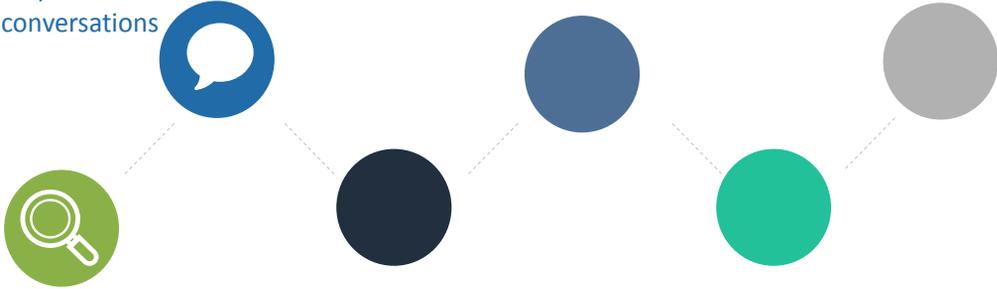


Allows for in-depth exploration of complex issues

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## Benefits of In-Person Training

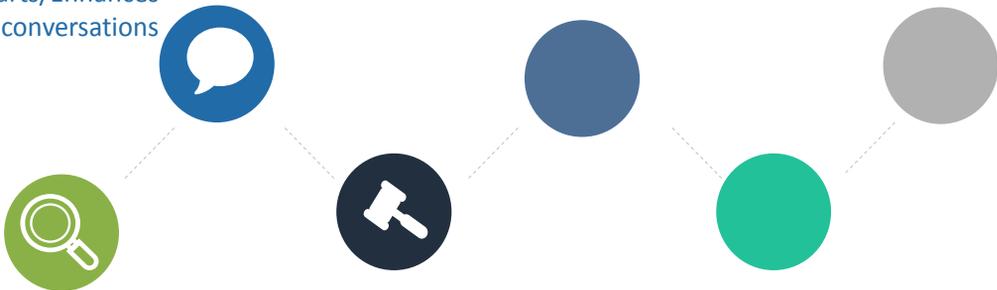
Starts/Enhances  
conversations



Allows for in-  
depth  
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complex issues

## Benefits of In-Person Training

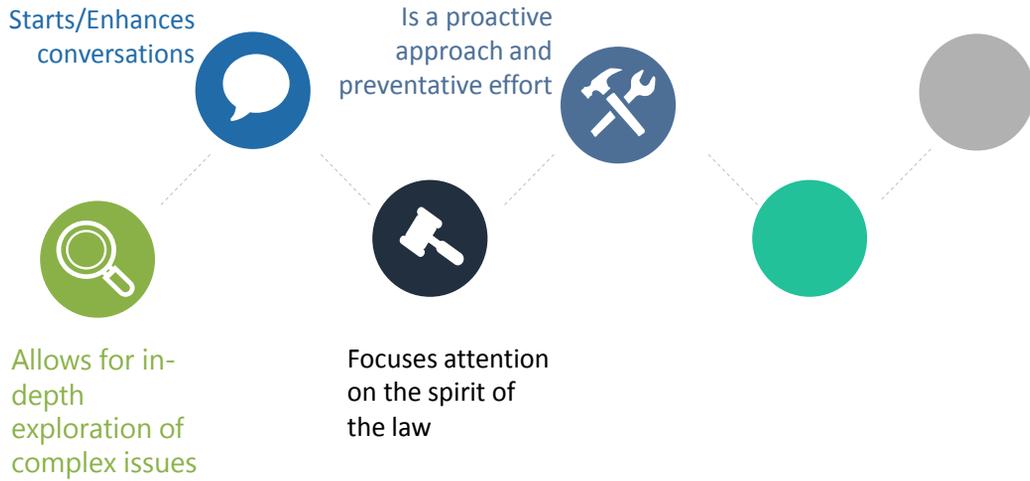
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Allows for in-  
depth  
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complex issues

Focuses attention  
on the spirit of  
the law

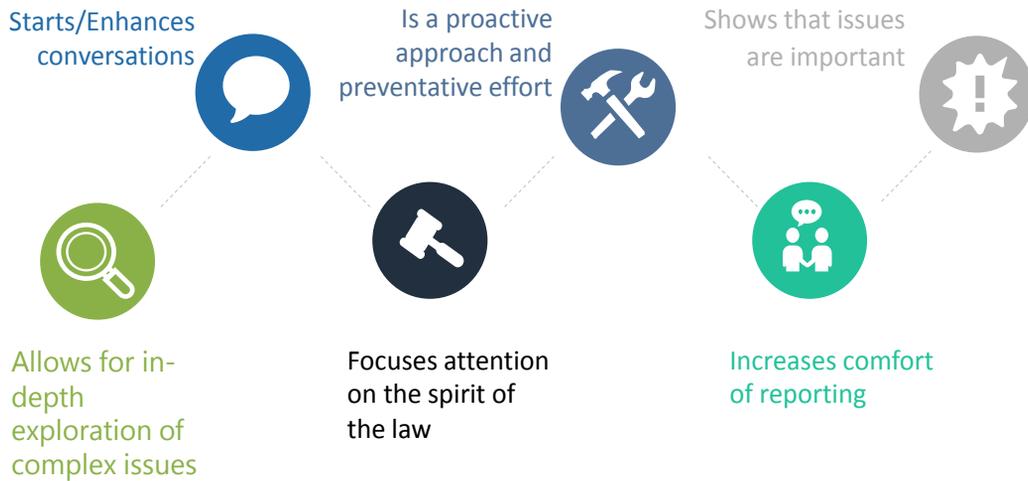
## Benefits of In-Person Training



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## Barriers to In-Person Training

and suggested solutions



-  **HR does not have the time to deliver training in person.**
-  **HR doesn't have the expertise in presenting/training**
-  **Participants are too busy to attend group training**
-  **The campus is too large or decentralized**

# Barriers to In-Person Training

and suggested solutions



## HR does not have the time to deliver training in person.

Conduct Cost Benefit analysis, as the team may be spending more time mitigating the impact of harassment.



## HR doesn't have the expertise in presenting/training



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## The campus is too large or decentralized

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Stagger dates/times or create a predictable training cycle



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## The campus is too large or decentralized

Consider a train-the-trainer approach



## SUGGESTED TOPICS TO COVER

In order to comply with the law, you should consult your state and local laws, legal counsel, and the Department of Labor and Department of Education Offices of Civil Rights for comprehensive list. See Resource Slide for more information.

## Suggested Topics

Suggested topics to cover in sexual harassment prevention training.

- ✓ | Defining and identifying sexual harassment
- ✓ | Option and tools to confront sexual harassment
- ✓ | Reporting sexual harassment
- ✓ | Responding appropriately to reports of sexual harassment

## Suggested Topics

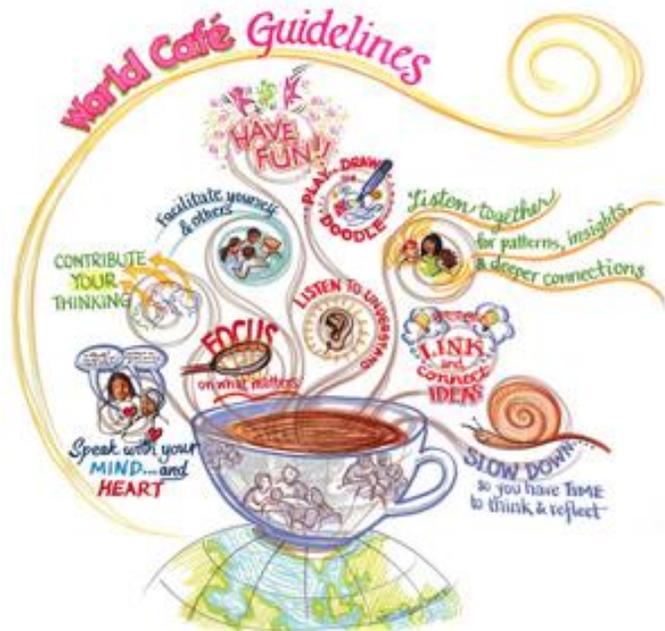
Suggested topics to cover in sexual harassment prevention training.

- ✓ | Protecting confidentiality to the extent permissible
- ✓ | Assisting employees who may have experienced sexual harassment
- ✓ | Providing contact information for:
  - (1) reporting options (Human Resources, Title IX Coordinator, campus police, and local law enforcement), and
  - (2) victim resources on- and off-campus (victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, and legal assistance)



## WORLD CAFÉ

Objectives: Participants will have an understanding of what sexual harassment looks like.



Source: The World Café /Avril Orloff, <http://www.mspsguide.org/tool/world-cafe>



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1. Group will be divided into smaller groups and be assigned a starting point/station.
2. At each station, the group will brainstorm examples of one form of sexual harassment as identified on the flip chart. *The goal is to identify as many forms of harassment as possible.*
3. At the cue (5 minutes), each group will rotate to a different station and build on the list the prior group created.
4. Debrief activity.



## WORLD CAFÉ

Objectives: Participants will have an understanding of what sexual harassment looks like.

Please submit questions regarding World Café activity using the “**Ask Presenter a Question**” feature.



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Objectives: Participants will have an understanding of what sexual harassment looks like.

Using the “**Chat with your Peers**” feature, please share examples of verbal harassment.



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Using the “**Chat with your Peers**” feature, please share examples of **verbal** harassment.



## WORLD CAFÉ

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Please submit questions regarding World Café activity using the “**Ask Presenter a Question**” feature.

## How to Confront Unwanted Behavior

SBI\* Language Assertiveness Approach

- 1** | **Situation**  
Describe the Situation
- 2** | **Behavior**  
Describe the Behavior
- 3** | **Impact/Effect**  
Describe the Impact/effect on you
- 4** | **Change**  
Describe what you want the person to change
- 5** | **Consequences**  
State consequences if the behavior doesn't change



\* The SBI Feedback Model is a tool used by the Center of Creative Leadership, created by Sloan Weitzel, that helps depersonalize feedback provided to another person.



## SBI\* Technique

Objectives: Participants will gain an understanding of the SBI technique from different perspectives by practicing and observing.

\* The SBI Feedback Model is a tool used by the Center of Creative Leadership, created by Sloan Weitzel, that helps depersonalize feedback provided to another person.

1. Form triads (groups of 3) at your table.
2. Assign one of the following roles to each person in your group:
  - The person confronting the behavior.
  - The person responsible for the behavior
  - The observer. The observer will take notes and provide feedback.
3. Conduct the role play (2 minutes).
4. Discuss feedback (2 minutes).
5. Rotate roles.



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1. Identify one specific thing that either party said that seemed to get the point across that the behavior was unwelcomed.
2. What suggestions do you have for either party to make the interaction even more effective?

Please share your feedback using the **“Chat with your Peers”** feature.



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## Impact of Interactive Training

MARYLAND  
INSTITUTE  
COLLEGE  
OF ART

**M | I | C | A**

### 870 faculty and staff

Founded in 1826, MICA is the oldest degree-granting college of art and design in the nation. The College's 18 undergraduate and 20 graduate degree programs offer 2,200 talented students an innovative curriculum, well-equipped campus, and world-class faculty.



WASHINGTON  
ADVENTIST UNIVERSITY

### 275 faculty and staff

WAU is a private university with a liberal arts tradition, offering a dynamic blend of professional and liberal arts undergraduate and graduate programs. Founded in 1904, it is owned by the Seventh-day Adventist Church and offers a Christian education (42 undergraduate and 8 graduate programs) to 1,100 students of differing faiths from around the world.



## Human Continuum

Objective: Participants will understand how to better identify sexual harassing behaviors.

1. The facilitators will divide you into smaller groups.
2. Form a line against the wall.
3. Take a scenario out of the envelope and pass the envelope to the next participant.
4. Read your scenario and decide where on the continuum your scenario falls.
5. Negotiate with the other participants in your line to determine where your scenario falls.
6. Change your place in line based on the increasing severity of the behaviors identified in your scenario.



## Human Continuum

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## Human Continuum

Objective: Participants will understand how to better identify sexual harassing behaviors.

Using the “Ask Presenter a Question” feature, please submit questions regarding human continuum activity.



## Human Continuum

Objective: Participants will understand how to better identify sexual harassing behaviors.

Poll #2: Please indicate the number that corresponds to the placement on the harassment continuum.

Acceptable

1



3



Unacceptable

5



2



4



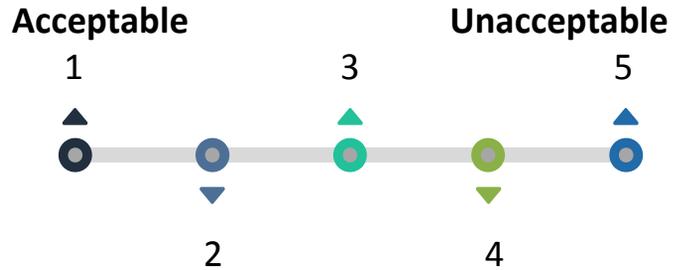
**An employee buys a coworker a very expensive watch for their birthday.**



## Human Continuum

Objective: Participants will understand how to better identify sexual harassing behaviors.

Poll #3: Please indicate the number that corresponds to the placement on the harassment continuum.



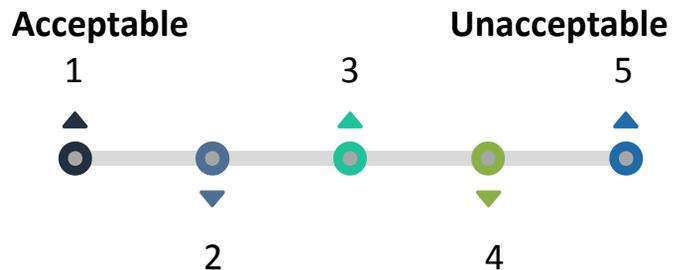
**A supervisor brings Starbucks coffee every morning to just one of her direct reports, because she once mentioned that this was her favorite drink.**



## Human Continuum

Objective: Participants will understand how to better identify sexual harassing behaviors.

Poll #4: Please indicate the number that corresponds to the placement on the harassment continuum.



**A supervisor tells their direct report, "If you are interested, there may be a way to get a bigger raise. Let's talk about it over dinner tonight."**



## Human Continuum

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Using the “Ask Presenter a Question” feature, please submit questions regarding human continuum activity.



## Share Your Best Practices

Open Q & A

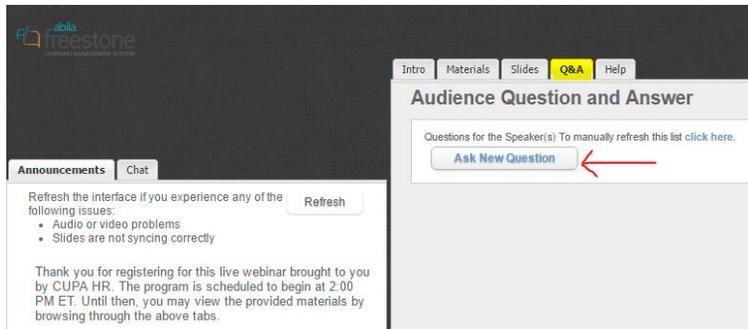
# cupa·hr™ Webinar

## Q & A

Don't forget to submit your questions to our presenters.

**How?** Click on the Q & A tab at the top of the presentation and select *Ask New Question*.

Thank you for joining us today!



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## Thank You!

“Delivering Engaging, Informative and Impactful Sexual  
Harassment Training”

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August 23, 2017

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