

Preventing sexual harassment at work

eLearning course



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An
Empowering
People Group
company

Preventing sexual harassment at work – eLearning

From 26 October 2024, all employers will be under a new proactive duty to take reasonable steps to prevent sexual harassment at work.

Tribunals will have the power to apply an uplift of 25% to any compensation awarded in successful claims if an employer has failed to comply with the duty.

‘Tick box’ training will no longer cut the mustard. We’ve created a meaningful, engaging and practical eLearning course to roll out to all employees to keep you compliant, avoid a potential 25% uplift in compensation, and demonstrate that you take seriously your obligation to prevent sexual harassment.

**Annual
licence fee
from...**

£0.75pp

- **Estimated course duration** – 20 minutes
- **Assessment** – end of course (can’t be accessed until all content complete)
- **Course pass rate** – 80%

*All fees exc. VAT and subject to contract.

Preventing sexual harassment at work – what we cover



What is sexual harassment?

- **Hitting reset** – raising awareness by debunking the myths and sharing facts around the impact and prevalence in the workplace
- **What is sexual harassment?** – the legal test and understanding the purpose or effect of behaviour
- **Spotting behaviours** – from unwanted advances, obscene comments to invasions of personal space, we give the tools to spot inappropriate behaviour



Responding to inappropriate behaviour

- **Deal in the moment** – appropriate and immediate action (whether it's directed to you or you've witnessed it) to prevent further inappropriate behaviour from occurring
- **Calling out behaviour**– techniques to raise safely, sensitively and confidentially in real-time



Progressing concerns and delivering outcomes

- **Raising concerns** – outlining the options available (informally and formally) and the potential for police involvement
- **Zero tolerance** – understanding possible escalation (formal processes) and sanctions

Book a demo!

**Scan to book a
demo and see
the course for
yourself!**

