

DISCRIMINATORY AND SEXUAL HARASSMENT TRAINING

(Recommended to be provided in 3-hour or 2-hour segments standing alone, or as part of a larger fair housing training)

What Does Discriminatory or Sexual Harassment Look Like?

- Common Behavior That Constitutes Discriminatory Harassment
- Common Behavior That Constitutes Sexual Harassment

Overview of Federal, State and Local Anti-Sexual-Harassment Laws

- Understanding What Federal Law Prohibits and Requires in the Workplace and in Housing Programs
- Understanding What Your State and Local Laws Prohibit and Require in the Workplace and in Housing Programs (if applicable)

Recognizing the Various Forms of Sexual Harassment

- Recognizing What Direct Sexual Harassment Look Like
- Recognizing What Hostile Housing/Work Environment Sexual Harassment Look Like
- Recognizing What *Quid Pro Quo* Sexual Harassment Look Like
- *“Spot the Harassment” Interactive Exercise*

Empowering Bystander Intervention in Sexual Harassment

- Who is a Bystander?
- Who Should Intervene to Stop Harassing Behavior
- How to Intervene in a Safe and Effective Manner

Best Practices For Identifying, Investigating, and Addressing Discriminatory and Sexual Harassment at Your Agency

- Understanding Cultural and Situational Conditions That Facilitate Discriminatory and Sexual Harassment
- Establishing the Right Anti-Harassment Culture at Your Agency
- The Components of Meaningful Anti-Harassment Policies and Procedures
- Strategies For Conducting Harassment Investigations
- Actions to Protect the Victim(s)
- Disciplining the Harassing Wrongdoers