

5 tips

For a human and heart-centred approach to workplace respect & sexual harassment prevention



Focus on the behavior, not the person



- Focus on behaviors that promote respect & consent
- Practice "calling in" rather than "calling out"
- Focus on impact of behavior rather than intention

Empower people to be part of the solution

Take positive action, by focusing on:

Communication skills

Perspective-taking

Helping others understand the impact of their behavior

Bystander intervention

Empathy



Recognize power dynamics



- Unpack societal norms that inform and create bias
- Emphasize sexual harassment is misuse of power and expression of gender-based discrimination, not sexuality, or prohibiting relationships

Tackle sexual harassment myths

"It was just a joke/compliment"
"She was asking for it"

Incorporate discussion of commonly held victim-blaming misconceptions around sexual harassment and violence



Customize training



- Go beyond cookie-cutter approaches
- Co-create tailored scenarios

In addition to training, build workplace respect through:

Performance management – Frequent discussions – Follow-up to training
Policy – Work towards greater representation of women in positions of power