

## Sexual Harassment Prevention Program: Goals

1. To increase awareness of how acculturated gender biases & sexualization of professional relationships can impact upon work performance.
2. To increase *“the ability to make good decisions while experiencing feelings”* by applying four key Emotional Intelligence Competencies: (a) Self Awareness - Understanding Ourselves, (b) Self Management - Managing Ourselves, (c) Social Awareness - Understanding Others, and (d) Social Skills - Managing Others.
3. To differentiate between flirtation & sexual harassment.
4. To focus on the “professionalism” of conduct, reducing the need for managers to be mini-lawyers.
5. To develop skills to proactively prevent, identify, and effectively intervene in unprofessional situations.
6. To encourage professional team camaraderie, without a “walking on eggshells” climate.
7. To identify and support positive Humor, vs. offensive, divisive, unprofessional Humor.
8. To understand how most sexual harassment situations at work are often not about sexual attraction, but about power.
9. To increase skills to assure that gender dynamics positively impact on team cooperation, creativity, and productivity.
10. To provide intergender skills to help communicate and increase trust among and between internal and external customers.
11. To identify and intervene in subtle forms of sexual harassment before they escalate.
12. To identify strategies to confront and resolve overt sexual harassment.
13. To improve the post-workshop capacity of all employees, regardless of gender, and to demonstrate positive, post-workshop intergender practices back at work.

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