

ONE-ON-ONE SENSITIVITY TRAINING

People who have been accused of harassment or discriminatory remarks often are required by their companies to attend a sensitivity course. Unfortunately, in a classroom setting, they may be reluctant to ask questions directly related to their situations. And if they're hostile, they may say nothing and fade into the background, or disrupt the group and the class.

Fair Measures offers one-on-one sensitivity training for these employees. One of our attorneys will discuss with your management and Human Resources staff the specific allegation, the results of your investigation, and your desired outcomes. The session with the individual usually lasts for two to three hours.

MEETING CONTENT INCLUDES >>>

- The causes of harassment and discrimination
- Why most disrespectful behavior is unintentional
- The legal definition of harassment and discrimination includes discussion of “welcome” vs. “unwelcome” attention
- How to apply the definition to examples including the specific accusation
- Management’s duty to prevent harassment
- Legal requirements to institute discipline
- Guidelines for future conduct

The participant will receive a manual with outlines of the content.

After the session, management and HR will receive a verbal and/or written report on the outcome. We will make recommendations if we believe more in-depth counseling is required.

This program has been successful in reducing hostility in people accused of harassment and discrimination, increasing their understanding of the legal parameters in which the company must act, and obtaining their buy-in to the process. Our clients report that participants are grateful to them for providing this service.

LENGTH >>>

Three hours



LEGAL TRAINING FOR MANAGERS
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