

Sexual Harassment Prevention California – Employees

Sexual Harassment is a form of unlawful discrimination under state and federal law and is any unwelcome conduct of a sexual nature based on one's sex, gender, sexual orientation, gender identity, or on the status of being transgender.

Learning Objectives:

- Recognize what constitutes sexual harassment, its negative impacts, and the importance of having a sexual harassment policy
- Identify examples of physical, verbal, and displayed harassment, quid pro quo sexual harassment, electronic harassment and abusive conduct
- Identify who is liable in harassment situations
- Recognize the actions an employee, a bystander and a supervisor should take when harassment is observed and/or reported
- Recognize proper conduct, protections and procedures during a harassment investigation
- Identify expected responses and consequences after an investigation
- Recognize examples of retaliation due to complaints of harassment and discrimination
- Describe actions employees can take to help prevent harassment in the workplace

This lesson informs you of the liabilities and consequences associated with sexual harassment and other types of harassment in the workplace. Additionally, it covers how to respond when harassment occurs, the aspects of a harassment investigation, the dangers of retaliation, and the steps both employees and management must take in order to prevent sexual or other types of harassment.