IMSIMBI

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Imsimbi Training proudly presents

Sexual Harassment in the Workplace – 2 days

Imsimbi Training is a fully accredited training provider with the Services Seta, number 2147, as well as a Level 1 Contributor BBBEE company and 51% black owned.

This course will be offered as a workshop, and only Certificates of Attendance will be issued.

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COURSE OBJECTIVES

Sexual harassment is a major problem that affects many organisations in South Africa. Sexual harassment constitutes behaviour that leads to, and perpetuates, a working environment in which it becomes unpleasant to work. The ultimate consequence of allowing sexual harassment to go unchecked is that it leads to the under-performance of those employees subjected to this form of conduct.

Besides the cost of litigation that is associated with sexual harassment, other more subtle costs are associated with the psychological and physiological harm to the victims. For example, victims often experience depression, frustration, nervousness, fatigue and hypertension, which, in turn, lead to decreased productivity and increased absenteeism. With the complexity of identity and relationships, sexual harassment is becoming more prevalent and this new dimension of discrimination is causing concern to management.

If an employer fails to address a sexual harassment complaint, the consequences may be serious. In Grobler v Naspers Bpk en n' ander [2004] All SA 160 (CC), a manager was found guilty of sexually harassing an employee. The court found the employer to be vicariously liable for the conduct of the manager because it had failed to take appropriate action to prevent the harassment. The employer was liable for the resultant damages of just short of R1 million. Therefore, it is critical that all employees undergo training on what sexual harassment is and how it should be managed effectively in the workplace.

COURSE OUTCOMES

Upon completion of this course, the participants should be able to:

- Demonstrate an understanding of what sexual harassment is.
- Identify the criteria for sexual harassment.
- Identify the different types of harassers.
- Differentiate between the myths and facts on sexual harassment.
- Demonstrate an understanding of the two main types of sexual harassment.
- Explain why some people hesitate to talk about sexual harassment.
- Identify the consequences of sexual harassment.
- Identify ways of preventing sexual harassment.
- Demonstrate an understanding of how to manage sexual harassment.
- Demonstrate an understanding of the laws that deal with sexual harassment.
- Sexual harassment CCMA & Labour Court judgements.
- Investigating and conducting sexual harassment cases for disciplinary hearings.
- How to support victims of sexual harassment.



COURSE OUTLINE

MODULE 1: Overview of Sexual Harassment

- What is sexual harassment.
- Sexual Harassment terminology.
- Elements of Sexual Harassment.
- Criteria for Sexual Harassment.
- Archetypes of Harassers and Victims.
- Myths and Facts on Sexual Harassment.

MODULE 2: Types of Sexual Harrassment

- Quid pro quo harassment.
- Intent and Impact of behaviour.
- Recognising Sexual Harassment: verbal, physical, non-verbal, visual and psychological.

MODULE 3: Causes of Sexual Harassment

- Causes of Sexual Harassment.

MODULE 4: Consequences of Sexual Harassment

- Consequences of Sexual Harassment in the workplace.
- Why some people hesitate to talk about sexual harassment.
- Cost to those involved.
- Cost to company.

MODULE 5: How to handle Sexual Harassment

- A zero-tolerance statement.
- Duties and responsibilities of the employer.
- Forms of complaints.



- Responding to Sexual Harassment.
- Complaints procedure.
- Investigation procedure.

MODULE 6: Legislation and Labour Court Cases on Sexual Harassment

- Sexual Harassment Laws.
- Code of good practice on Sexual Harassment.
- Case studies.

MODULE 7: Support for Victims

- Asking the right questions.
- Non-directive supportive counselling.
- Stages of emotions and change.
- Preparing a plan for a support session.

