

## Avoid #metoo becoming #youtoo

Promoting equality; preventing claims – Bevan Brittan's training on combatting sexual harassment in the workplace



From Hollywood to Westminster, sexual harassment is hitting the headlines and should be on every employer's agenda. Not only because all employees deserve to work in an environment free from sexually inappropriate behaviour, but also because employers who fail to prevent harassment at work are as much at risk of being sued as the perpetrators themselves.



## What can you do?

A first line of defence is, however, to show that you took 'reasonable steps' to prevent the harassment – and the most effective way of doing that is to show that your workforce has had up to date and specific training on understanding, preventing, reporting and handling sexual harassment.

## How can we help?

Bevan Brittan provides organisations with essential training at a range of levels

- workforce-wide training for all grades of employee;
- for your HR / management teams; and
- at Board level.

## Full coverage workforce training

Training across your entire workforce on the key issues, including:

- understanding when the line is crossed from harmless workplace 'banter' into the territory of unlawful conduct
- awareness of policies and procedures and their importance, and
- how to deal with complaints.

This is an interactive session, illustrated with real-world examples from our extensive experience of defending sexual harassment claims.

## HR and senior management training

Training your HR team and senior managers on responding to complaints of sexual harassment, and how to conduct sensitive internal investigations. This session takes a deeper dive into the legal and practical considerations around running sexual harassment investigations.

## High level Board briefing sessions

Training covering your legal responsibilities as an employer and reputational and risk management.

## For more information and pricing contact



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