BLACKBIRD FOR TRAINING

Preventing, Confronting and Combating Moral and Sexual Harassment in Public Administration

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Lisbon (Portugal)

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PARTNER



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Introduction

The Advanced Course on Preventing, Confronting, and Combating Moral and Sexual Harassment in Public Administration is a comprehensive one-week program designed to equip public sector professionals with the latest knowledge, strategies, and tools to effectively address sexual harassment and moral harassment in the workplace. This course aims to create a safe, inclusive, and respectful work environment by providing participants with the skills necessary to prevent harassment and respond to incidents in a timely and professional manner. Participants will gain a deep understanding of what is sexual harassment, its impact, and how to foster a culture that prioritizes prevention and accountability.

Course Objectives

By the end of this course, participants will:

- Understand the concepts, definitions, and manifestations of moral and sexual harassment within public administration.
- Explore the legal and ethical frameworks for harassment prevention and response in the public sector.
- Identify the effects of sexual harassment on individuals, organizations, and society.
- Develop effective strategies for preventing and addressing sexual harassment and moral harassment in public administration.
- Enhance skills in investigating complaints and handling sexual harassment cases professionally.
- Learn to implement sexual harassment policies and procedures that promote a supportive work culture and prevent harassment.

Course Outlines

Day 1: Introduction to Moral and Sexual Harassment in Public Administration

- Defining sexual harassment and moral harassment, along with their various forms.
- Understanding the legal and ethical implications of harassment in the public sector.
- Discussing the prevalence and sexual harassment statistics in public administration.
- Exploring how organizational culture can either perpetuate or prevent sexual harassment and moral harassment.



Day 2: Policy Development and Legal Considerations

- Examining relevant laws, regulations, and policies related to sexual harassment prevention.
- Analyzing case studies and court rulings on sexual harassment in public administration.
- Developing effective sexual harassment policies and procedures.
- Understanding the legal obligations of public administrators in addressing sexual harassment complaints.

Day 3: Creating a Respectful Work Environment

- Promoting awareness and education through sexual harassment training.
- Developing strategies to foster a culture of respect, diversity, and inclusion.
- Enhancing communication and interpersonal skills to prevent harassment.
- Implementing bystander intervention programs to empower employees in confronting harassment situations.

Day 4: Responding to and Investigating Harassment Complaints

- Establishing effective reporting and complaint mechanisms for harassment cases.
- Conducting fair and impartial investigations into sexual harassment allegations.
- Addressing challenges in investigating sexual harassment cases within the public sector.
- Ensuring confidentiality and privacy during the investigation process.

Day 5: Supporting Victims and Promoting Accountability

- Providing support and resources for victims of sexual harassment.
- Exploring restorative justice approaches in resolving harassment cases.
- Implementing disciplinary measures and consequences for harassers.
- Monitoring and evaluating the effectiveness of harassment prevention initiatives.

Why Attend This Course: Wins & Losses!

- Gain practical skills in confronting and combating sexual harassment and moral harassment in public administration.
- Understand the definition of sexual harassment and its various forms, from verbal to physical misconduct.
- Learn the meaning of confronting conflict in a professional setting and how to handle harassment complaints effectively.
- Develop and implement robust sexual harassment policies that create safe and respectful workplaces.
- Analyze real-world case studies and understand the effects of sexual harassment on organizations.
- Receive comprehensive sexual harassment training and prepare for sexual harassment certification.
- Master investigation techniques and promote accountability within public institutions.
- Foster a culture of respect and inclusivity to prevent harassment before it occurs.



Conclusion

By completing this advanced course, participants will be equipped with the skills and knowledge needed to confront and combat sexual harassment and moral harassment in public administration. They will be prepared to lead efforts in creating respectful, inclusive work environments, develop strong sexual harassment policies, and handle harassment complaints through ethical, legal, and restorative processes. This course provides the tools needed to build a sustainable workplace culture where harassment prevention is prioritized, and victims are supported and empowered.

Join us to take a stand against harassment and become a leader in creating a safer, more respectful workplace!

