**Fearless frontiers: Understanding the New Leadership Environment In The #METOO Era and Beyond**

**About:**

This interactive, cutting edge training, is dedicated to exploring the new frontier where gender, gender-based bias, and leadership are no longer what they used to be. Our approach features original multimedia docuseries, podcast interviews with CEOs and Celebrities,

**The Story**:

In recent years, the topic of sexual harassment in the workplace has been brought into the national spotlight, bringing with it renewed awareness about the serious and unacceptable nature of these actions and the severe consequences that follow. Employers have been tasked with the responsibility to train their employees to notice and speak up about sexual harassment in the workplace. Leaders need to rethink their own approach to sexual harassment in order to ensure that everyone in their organization feels safe and respected in a diverse environment.

In addition, sexual harassment training is now mandated by many states and individual organizations and preventing sexual harassment is critical to an organization's continued success. Taking the time to train employees to recognize sexual harassment, even when it is subtle, can save an organization time and money by avoiding harassment investigations that will harm the company’s reputation. In addition, taking the time to revisit leadership roles around gender will lead to a more diverse workforce.

This training can be used for all employees and will be delivered in the form of online courses, podcasts, and multimedia docuseries.

**Each training for managers and leaders will focus on:**

* Leading by example for other employees
* Understanding leadership responsibility in reporting and monitoring sexual harassment
* The importance of leading from the top down - a workplace culture where every member is valued and empowered at every level
* How to develop and leverage leadership listening skills to adjust their verbal and non-verbal communication to avoid scandalous incidents that so many leaders find themselves embroiled in-- as what was acceptable before the #METOO movement and now has drastically changed
* How to navigate to explore and navigate the expectations of this new frontier of leadership in response to actions, communication

**Each training for the workforce will focus on:**

* The responsibilities of each role when it comes to combating sexual harassment and gender-bais in the workplace.
* Creating cultures of safety and inclusion that is guaranteed to help your organization improve its workplace culture and productivity.
* Avoiding the ramifications of costly harassment complaints that can damage their reputation, recruiting, retention and bottom line.
* Recognizing and reporting sexual harassment in accordance with laws and regulations associated with sexual harassment
* The importance of a workplace where every member is valued and empowered

Our Sexual Harassment Prevention Training is available in a variety of customizable options. You can choose to give individual trainings to your employees and your managers.

Employees (40 minutes)

Managers (60 minutes)

For organizations operating in states with specific mandated sexual harassment training objectives, we have created trainings designed to fulfill those requirements.

**New York City and New York State**

Employees (40 minutes)

Managers (60 minutes)

*Trainings cover New York City and New York State regulations.*

**Illinois**

Employees (40 minutes)

Managers (60 minutes)

*Trainings cover SB 75.*

**California and Connecticut**

Employees (60 minutes)

*Training covers California SB 1343*

Managers (120 minutes)

*Training covers Connecticut Human Rights and Opportunities (CHRO) Act and California AB 1825, AB2053, SB 396, and SB 400.*

**SHOULD THE LEARNING OBJECTIVES BELOW BE- LISTED ON EACH OVERIVEW FOR EACH TRAINING??**

* This interactive, cutting edge training, is dedicated to exploring the new frontier where gender, gender-based bias, and leadership are no longer what they used to be. This cutting edge approach features original multimedia docuseries, podcast interviews with CEO and Celebrities
* how to recognize and report sexual harassment as well as explore some of the laws and regulations associated with sexual harassment. They will discover the importance of a harassment-free workplace and start to take part in the responsibility of preventing sexual harassment in their organization
* Create a culture of safety and inclusion that is guaranteed to help your organization improve its workplace culture and productivity.
* Prevents organizations from the ramifications of costly harassment complaints that can damage their reputation, recruiting, retention and bottom line.
* ensuring employees know how to make the right decisions and take the right actions if they experience or witness sexual harassment or other misconduct
* educating employees on what is acceptable and unacceptable workplace behavior, and reinforcing the message that it is every individual’s responsibility to speak up and report incidents of harassment and retaliation.
* Customized training support leaders, HR, and employees in understanding the nuances of what they should do differently around this conversation
* How to recognize when incidents of harassment of gender bias are taking place and what to do about it if you’re a leader and what protocols can you put place as your company is scaling to put in place in your company culture so that your team members also know.
* behavior that can constitute sexual harassment, such as unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature. Employees learn about sexual harassment outside the workplace, consensual relationships and how to identify a “hostile work environment” and “quid pro quo,” as defined by the Equal Employment Opportunity Commission ([EEOC](https://www.traliant.com/equal-employment-opportunity-commission-guidelines-eeoc-training/))
* Learn how to lead from the top down to set an example of respect and inclusion

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Our Discrimination and Harassment Prevention course is available in the following versions:

Languages: English and Spanish

Work Environments: Office, Restaurants, Hotels, Healthcare, Industrial/Manufacturing, Municipal, Global

Roles: Manager and Employee

Formats: Online, DVD, and Instructor-Led Classroom (see checklist)

We also offer separate course versions for each of the following audiences:

Employees (35 min)

Managers (60 min)

NY Employees (35 min)

covering New York City & New York State

NY Managers (60 min)

IL Employees (35 min)

covering SB 75

IL Managers (60 min)

CA Employees (60 min)

covering SB 1343

CA/CT Managers (120 min)

covering the Connecticut Human Rights and Opportunities (CHRO) Act and California regulations AB 1825, AB 2053, SB 396, and SB 400