



Mobbing and sexual harassment

How to put a stop to it

Content/Goals:

Bullying and sexual harassment are serious risks not only for those affected directly, but also for the company: victims of bullying and sexual harassment are more frequently ill, the working environment becomes poisoned, productivity drops, and high costs are incurred.

Managers have a duty of care for their employees' well-being. This responsibility includes the duty to protect employees from mobbing and sexual harassment, and to intervene in actual incidents. But what is the right way to intervene or (preferably) to prevent such occurrences, and thus meet one's legal obligation as an employer?

In this program, which is designed for employees in management positions, participants learn:

- how workplace bullying and sexual harassment are defined under labor law, how both can be identified, and the legal framework within which managers have room for maneuver to support those affected - but also where the limits lie in this respect.
- what measures managers can personally take to prevent workplace bullying and sexual harassment in their areas of responsibility, how they can directly support those affected, and what basic steps and procedures are appropriate in both cases.
- how they can protect themselves - because even executives are often victims of mobbing and sexual harassment; the focus is on communicative techniques that show how to successfully distance oneself.

Trainers:

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

Duration:

Lunch Session	1 h: Theory
Workshop	2 h: Theory and practice
Training	4 h: Theory, practice and experience

Costs:

Lunch Session	1 h	€ 500
Workshop	2 h	€ 800
Training	4 h	€ 1'050

The price includes preparation and handouts. Travel expenses and travel time will be charged additionally at a flat rate of € 150 per event. The offer is valid for ICAS customers. The prices are exclusive of VAT.

Target audience:

Executives and management

Infrastructure:

The training courses take place in suitable training rooms at your premises.

Contact:

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