

COURSE CONTENT OVERVIEW

Sexual Harassment Training for Employees



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Sexual harassment refers to any unwanted behaviours or comments of a sexual nature. Although it can happen anywhere, sexual harassment can be particularly prevalent in workplaces. The aim of this course is to help you, the employee, recognise behaviours that may be classed as sexual harassment so you can prevent them from happening, call them out and report them appropriately to your line manager. By the end of this course you'll understand what sexual harassment is and why it's vital that you work with your colleagues to prevent it from happening in the workplace.

Module 1: What is Sexual Harassment?

This module explains what is meant by sexual harassment and challenges you to think about your ideas of behaviours and comments that are harassing. The module also looks at the impact sexual harassment can have on people and the laws that are in place to protect you.

- What is sexual harassment?
- Sexual harassment in the workplace
- Sexual harassment myths
- When does sexual harassment happen and who perpetrates it?
- The impact of sexual harassment
- The law

Module 2: Sexual Harassment in the Workplace

This module explains more about the danger zone behaviours and comments to look out for that may indicate sexual harassment is taking place in your workplace.

- Definitions of sexual harassment
- Who is vulnerable to sexual harassment?
- Characteristics of perpetrators
- Identifying sexual harassment
- Danger zone behaviours
- Risk factors
- Positive workplace culture
- Third party harassment

Module 3: Policies and Procedures

This module details what procedures your company should have in place to help prevent sexual harassment and to ensure you can report it appropriately.

- Sexual harassment policies
- Making a complaint or raising a grievance
- Your responsibilities
- When is sexual harassment a criminal offence?
- Further advice and support

Aims of the training

By the end of this course, you will:

- Recognise what is meant by the term 'sexual harassment'.
- Understand the law surrounding sexual harassment, including the Equality Act 2010, the Worker Protection (Amendment of Equality Act 2010) Act 2023 (referred to as the Worker Protection Act 2023) and the Employment Rights Act 2025, and be able to identify unlawful and unwanted behaviours.
- Know that inappropriate behaviour and comments occur in both the workplace and online, and understand what you and your manager or supervisor should be doing to make sure there is a positive culture in your workplace.
- Understand what you should do if you experience or witness sexual harassment in the workplace and understand how your manager or supervisor should support you and handle such a complaint.
- Understand what to do if you experience sexual harassment from a third party, such as a customer, client or member of the public.