Respectful Workplace
Understanding Harassment
Employee Session

- Harassment violates law, policy, values
- What are your values?
- Refuting common misconceptions
- Why harassment, bullying & disrespect happen
- Types of harassment, bullying & disrespect
- Hostile environment overview
  - Factor 1: discriminatory or sexual behavior
  - Factor 2: unwelcome by the victim
  - Why victims don’t complain or confront
  - Factor 3: So severe it interferes with work
  - Factor 4: Employer knew or should have known and did not respond reasonably
- Aloha spirit and harassment
- Case studies
- If you see or hear disrespect, bullying or harassment
- If you are a victim of bullying or harassment
- If you are accused of disrespect or harassment
- Complaint Process
- Guidelines for a respectful workplace
- Repairing the past, preparing for the future

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