

PORTICO's CAPABILITIES – HARASSMENT & SENSITIVITY TRAINING

A Respectful Workplace is Productive for Everyone

Every employee needs to understand one basic truth: a respectful workplace is more pleasant and more productive for everyone.

PORTICO's training program brings this message home, showing that bad behavior is not OK—whether it applies to sex, religion, or anything beyond...and whether it actually crosses the line into illegal harassment or not. In a series of compelling stories, videos and hands-on exercises our training explains the laws and personalizes the value of inclusiveness by showing the potential harm that can be caused by unwelcome conduct. In addition, PORTICO's training focuses on responsibility to take action if employees experience or witness inappropriate behavior—either asking for help or speaking to the harasser directly if they feel comfortable doing so.

Every Employee has the Responsibility to Maintain a Harassment-Free Workplace!

Harassment is not just about sex and gender. It can also involve various cultural differences, race, religion, age, disabilities and other protected characteristics. Harassment can occur in any workforce, in any job situation, and any form of employee discrimination that falls within these categories is illegal.

PORTICO's training teaches why a harassment policy that emphasizes a respect for coworker differences is not only required by the law, but is also the right thing to do.



The Training Content

Diversity in the workplace	Workplace harassment
Race, religion, culture and language	Sexual harassment
Gender/sexual orientation	Maintaining respect
Age	Discrimination
Disability	Ethical leadership
Size and physical appearance	Responsibilities as employees

What Employees will learn

- Appropriate behaviors that will help maintain a harassment-free workplace.
- When "joking around" crosses the line and becomes workplace harassment.
- It's not the intent that matters, but how the behavior is perceived by the recipient that counts.
- Why the employer's harassment prevention policy must be taken seriously.
- What to do when someone is the target of harassment

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