PROFESSIONAL AND RESPECTFUL WORKPLACE AT PENN

The issue of respect is often at center stage, for it affects fairly directly a person's life and personal chances. In our public and everyday life, many terms reveal the heightened sensitivity about disrespect: harassment, racism, sexism, ageism, class-ism, hate speech, and incivility, to name a few. Here, we'll discuss theory and practice, as well as applicable university policy and procedures, behaviors that may suggest workplace issues, and resources that can help solve problems. An important element is your experiences in working in and managing in the diverse work environment that is Penn.

Effective prevention strategies can help create a workplace that is free from destructive or inappropriate behavior, and can help facilitate a more productive workplace environment. The focus of this workshop will center on Respect, Responsibility, and Resources and is designed to provide the opportunity to discuss respect and respectful behavior in the workplace, as well as provide tools to prevent harassment and other forms of prohibited discrimination before it occurs.

Agenda
- Tools to Prevent Inappropriate Behavior
- Explore Definition of Harassment
- Methods for Preventing & Confronting Inappropriate Behaviors
- The Role of the University and You

Objectives
- Explore ways you can contribute to creating a workplace culture of respect.
- Understand the scope and complexities of inappropriate, disrespectful and potentially harassing behavior.
- Know what you can do to prevent and eliminate potential harassment situations in your workplace.

This 60-minute training program explores the definition of prohibited harassment, the role of the organization in establishing and implementing relevant policies and procedures, the best methods for preventing and confronting inappropriate, disrespectful, and potentially harassing behaviors in the workplace. We'll also review the role of the OAA/EOP, its responsibilities, policies and procedures, as well as the role of managers, employees and students.

This program can be tailored to a specific group or customized to fit a specific need.