

SEXUAL HARASSMENT AWARENESS

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission. It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed.

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment. Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

Agenda

- Sexual Harassment Overview
- Penn's Policy on Sexual Harassment
- A Review of Harassing Behaviors
- Roles and Responsibilities in Dealing with Issues of Sexual Harassment
- A Review University Resources

Objectives

- Understand the University's Policy on Sexual Harassment and how to address issues of prohibited conduct on campus.
- Understand the legal definition of sexual harassment and have a practical knowledge of the types of behavior that are prohibited.
- Understand the university resources available to all employees who seek guidance, support, or counseling; or who may need more a formal response.
- Be aware of the Manager's unique responsibilities in dealing with sexual harassment and creating a workplace that is respectful and productive.

This training program is designed to provide participants an opportunity to become familiar with Penn's Sexual Harassment Policy and the responsibility of managers/supervisors in creating and maintaining a respectful workplace free of inappropriate behavior or conduct that could be construed as prohibited harassment.

This program can be customized to conform to any specific need.