

**Soft-Train**



*At Soft-Train  
Technology Works*

# Sexual Harassment (2 Days)

**COURSE GOAL:** To teach the students how to recognize Sexual Harassment and the various types of Sexual Harassment.

**PREREQUISITES:** None.

**LEARNING OBJECTIVES:**

Upon completion of this course the student will be able to:

- Identify forms of sexual harassment
- Understand employer liability
- Arbitration roles in sexual harassment cases

**KEY TOPICS:**

**I. Sexual Harassment In the Workplace: An Overview**

- A. Various Forms of Sexual Harassment
- B. The Welcomeness Issue
- C. Severe or Pervasive Conduct

**II. A Woman's Rights When Other Women are Sexually Harassed**

- A. Sexual Harassment in Other Settings
- B. Gender Harassment
- C. The Reasonable Person and Reasonable Woman Standards

**III. Employer Liability for Workplace Sexual Harassment**

- A. Employer's Duty to Prevent and Promptly Correct Acts of Sexual Harassment
- B. An Employee's Duty to Take Advantage of Her Employer's Preventive and Corrective Measures
- C. Other Forms of Employer Liability

**IV. Constructive Discharge**

- A. Retaliation Against Workers Who Charge Their Employer's With Sexual Harassment
- B. Sexual Harassment of Men by Women
- C. Same-Sex Sexual Harassment

**V. The Role of Arbitration in  
Sexual Harassment Cases**

- A.** Role of the Arbitrator
- B.** Role of the Accuser
- C.** Role of the Employer