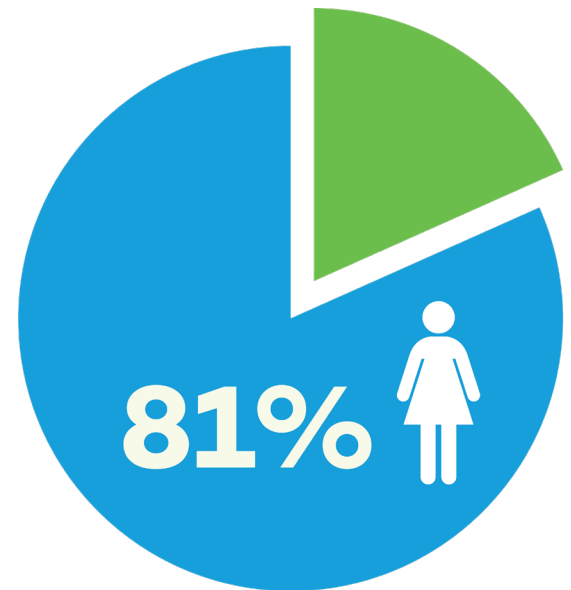


Sexual Harassment Prevention Training: Going Beyond Compliance to Create an Inclusive Work Culture

The Problem

Despite decades of progress, 81 percent of women have experienced sexual harassment in the workplace. Sexual harassment keeps women from advancing in their careers—either because they face retaliation, or they choose to leave rather than report their abusers. It's a widespread problem, and it's fundamentally detrimental to gender equity.

Illinois has proven to be a leader, requiring employers to provide anti-harassment prevention trainings at least once per year. This is a meaningful step towards change, and more must be done to ensure all women can thrive in a workplace free of harassment and discrimination.



Our Solution

Women Employed (WE) has been at the forefront of advocating for fair, safe, inclusive, and equitable workplaces—workplaces free from sexual harassment—since our founding in 1973. WE helped draft the rules defining sexual harassment as illegal, we successfully advocated for strengthened protections both in Illinois and nationwide, and we're helping employers create work environments free from harassment.

Our comprehensive sexual harassment prevention training not only meets the standards of the Illinois Human Rights Act, but goes beyond compliance to help create a pathway to a welcoming and inclusive workplace culture.

Our training includes:

- Establishment of an understanding of what constitutes sexual harassment consistent with the Illinois Human Rights Act, including examples of unlawful conduct.
- Review of resources, protections, and remedies for victims of harassment including a summary of relevant federal and state statutory provisions concerning sexual harassment.
- Strategies to improve workplace culture, build inclusion, and reduce harassment.
- Suggested strategies for responding to harassment.
- Review of employer responsibilities regarding harassment, including prevention, investigation, and response.

For more information on our workshop offerings and our consultancy,
or to schedule a training, contact Ibie Hart,
Director of Business Development, at ihart@womenemployed.org.

The Impact

“Women Employed’s sexual harassment training has helped our staff gain a deep understanding of the damaging implications of harassment in the workplace, how to address it as managers and leaders and how to ensure a safe environment for everyone. This is important to protect our staff and the participants who enroll in our training programs. Their effective training has helped us understand how to identify harassment and most importantly, how to prevent it in the future.” –**Mollie Dowling, OAI**

“Women Employed customized the sexual harassment training to our industry. They provided industry-specific examples and included breakout sessions where we could talk about them. That helped make the training more accessible to our employees. It was relatable. People could ask questions. And it provided a chance to practice what you might do in a real-life situation.” –**Emily Doherty, Jane Addams Resource Corporation (JARC)**

About Women Employed & Our Consultancy

For nearly 50 years, Women Employed has been a leading advocate for fair, inclusive workplaces for women, including women in low-paid jobs and Black and Latina/x women. We are committed to using our decades of expertise to support and work with employers to build equitable workplace practices for the women.

Interested in taking the next step towards advancing diversity and inclusion for women in your workplace? WE will enable you to take paper to practice, and practice to culture, by providing a tailored approach that addresses your unique needs—including trainings, workshops, and more consultative custom services to facilitate the creation of an inclusive and welcoming work environment centered on closing the wealth gap for women at the intersection of gender and race.

