

# Creating Safer Workplaces: Identifying, Preventing, & Responding to Sexual Harassment

🕒 11 March 2026

🕒 9.30am – 4.30pm

📍 Location: Employers Federation Training Suite



**SEXUAL  
HARASSMENT**

Sexual harassment remains a persistent issue in today's workplaces. One of the biggest challenges for employers is that managers may not always recognise the signs or feel equipped to address concerns appropriately. This can leave employees vulnerable to ongoing harm, with issues often escalating and becoming critical before ever reaching HR.

Managers who lack training in this area pose a considerable risk to your organisation. Drawing on our extensive experience in managing sexual harassment cases, we have developed a practical training course specifically for managers and HR professionals. This one day programme is designed to build confidence and essential skills in identifying, responding to, and sensitively managing all forms of sexual harassment, from inappropriate remarks to serious predatory behaviour.



## Course content will include:

- **A comprehensive understanding of sexual harassment:** identifying the spectrum of behaviours, from obvious to subtle signs, including verbal, nonverbal, physical and online / digital conduct
- **Recognising workplace risk factors:** a review of key factors that contribute to sexual harassment in work environments
- **How managers can foster safer and more respectful behaviours in their teams**
- **Legal responsibilities and duty of care:** key insights into the law on sexual harassment, legal responsibilities and liabilities, organisational responsibilities and the manager's role in protecting employees
- **Challenging myths and stereotypes:** addressing common misconceptions to ensure an objective unbiased approach to handling cases
- **Sensitive and effective handling of disclosures:** developing skills to handle disclosures sensitively and effectively, including appropriate questions to ask to support affected employees
- **Formal complaints and fair investigations:** understanding when to escalate concerns, conducting thorough and unbiased investigations, protecting parties during investigations

**This course is highly interactive and throughout the day participants will take part in group discussions and work through case studies to support knowledge and practical skills.**

### Cost:

👤 Members £325pp + VAT | 👤 Non-Members £395pp + VAT

To secure a place, please contact  
John Gibson at [john@eefni.org](mailto:john@eefni.org). All bookings are subject to our Terms of Business attached.