



PurpleGrowth

consulting. training. coaching.



SEXUAL HARASSMENT AWARENESS BRIEFING



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ABOUT PURPLEGROWTH

Established in 2016, PurpleGrowth provides customised training solutions to clients across sectors. We draw on deep knowledge, international experience and track records of established academics and industry practitioners to deliver value-adding and measurable interventions. We are a Level 1 BEE company, accredited by the Services SETA (Services SETA Accreditation No: 12704).

COURSE OVERVIEW

All employers are obligated to maintain a harassment-free workplace for employees at all times. This includes sexual harassment, a specific form of harassment. Sexual harassment is a major problem that affects many organisations. The consequences of not addressing sexual harassment in your workplace are dire. Therefore it is critical that all employees undergo training on what sexual harassment is and how it should be dealt with. Employees often do not understand which behaviours are considered improper in the workplace and it is important to provide them with harassment awareness training. Sexual harassment awareness training and sexual harassment prevention training are critical tools to ensure employees and supervisors understand proper professional conduct at work.

ATTENDEES WILL LEARN

- The definition and description of harassment – what it is and what it is not
- What does the law say about sexual harassment
- Types of harassment in the workplace
- The causes of sexual harassment related to gender, ethics & culture
- Typical harasser behavior
- Typical victim behaviour
- What the victim needs to do when they have experienced sexual harassment
- Steps to take in dealing with discrimination and harassment complaints (e.g. when they have been reported to you as a team leader)
- Resources and assistance available (should be available) for handling of sexual harassment cases
- The consequences and implications of sexual harassment
- Ways of preventing sexual harassment

DELIVERY APPROACH

- PurpleGrowth facilitators will provide a warm, supportive
- We will modify content as needed, to meet your business objectives.
- The training will be customised depending on who the audience is, for example we will package it differently depending on whether we are training employees in general or we are training team leaders.
- Our objective will be to ensure that the acquired tools and knowledge are user friendly and easily applied in the workplace.
- There will be special focus on creating a safe environment where delegates can, amongst other things, share their long-held views, concerns and suggestions Sexual Harassment e.g. how it is currently managed and should be managed by the organisation.
- We will make use of appropriate techniques, exercises, ice breakers and innovative games (e.g. role playing) which will be intertwined with the content.
- The interactions will be led and experienced by facilitators with great degree of sensitivity considering that Sexual Harassment is a sensitive, potentially personal (in terms of experiences some might bring to the room), thought-provoking and exhausting topic for some.
- We recommend a 1.5 day or 2-day training intervention, with two facilitators of different genders in the room!



INTRODUCTION TO FACILITATORS

Kashmita Daya

Kashmita, a passionate Human Capital professional, has been intricately involved in problem solving and facilitation of conflict matters related to diversity and harassment, training on diversity in the workplace, as well as involved in policy generation processes around these topics. Kashmita's qualifications include a BCom (Law and Human Resource Management) degree, as well as a BCom (Hons) (Human Resource Management) degree, both from the University of Witwatersrand.

Mapule Mofokeng

Mapule is a seasoned Senior HR Manager and she has extensive experience in HR Consulting, Facilitation and Coaching. She has earned an Honours Degree in Industrial Psychology, a Post Graduate Diploma (Business Administration), a MBA from the Wits Business School (WBS) as well as a Strategic Leadership Course from Duke University, through an in-house programme. She is currently completing her Master of Business and Executive coaching through WBS.

Mzoxolo Gulwa (Founder & CEO, PurpleGrowth)

Mzo has extensive experience on the topic of Sexual Harassment, having delivered interventions to corporate clients and having sat on disciplinary hearings involving sexual harassment. He has delivered work and training programmes on-ground in the countries: SA, Nigeria, Ghana, Angola, Ivory Coast, Uganda, Tanzania, Mauritius and Malawi. His qualifications include: Master's in Commerce: Business Management (UJ), Management Advancement Programme (WBS), Programme in Marketing Management (UNISA) and a Certificate in Competitive Intelligence Certificate (University of Pretoria).



YOUR INVESTMENT

The cost of attendance per attendee for this particular course will depend on the number of days and number of delegates from the corporate client.

Certificate

Attendees will have a choice of an Attendance Certificate or an accredited Competency Certificate (if they take an assessment and meet other requirements of the Services SETA).

Contacting us

Get in touch with us to discuss your training needs. We will be happy to prepare a quote based on your needs.

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