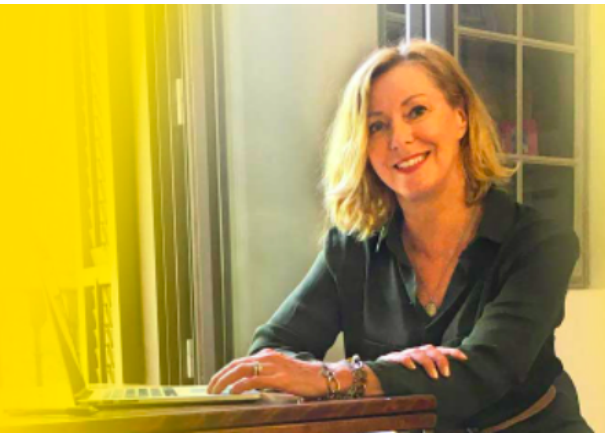


Diversity, Equity & Inclusion Program for Tech Companies

Attract and retain the right talent



Write to us

Book a call

Tackling Gender-Based Harassment

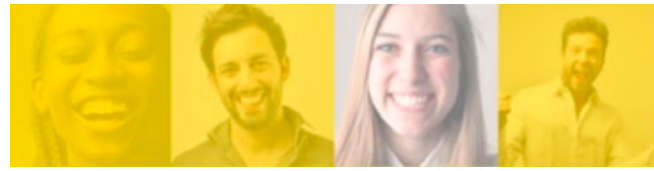
What will you get from this program?

Through this program, you will raise awareness among all team members regarding gender-based harassment, the existing grey areas, and provide participants with new insights, attitudes and tools to ensure a respectful work environment for all your team members.

How will we work?

- STEP 1. Before the start of the program we will conduct an **initial assessment** of your culture through an online questionnaire and 30-minute interviews with (part of) the team.
- STEP 2. We will conduct a 2-hour online and interactive workshop in which we **create awareness** and new insights on what sexual harassment is, and what the grey areas are.
- STEP 3. We **build upon the skills** to avoid (sexual) harassment in your workplace and give people the guidelines and tools to act upon your company's values and policies on a day to day basis.





PROGRAM DETAILS

OUR METHOD

This is an interactive program with dynamics that provokes reflection and group discussion in a safe and constructive way. We facilitate meaningful conversations, exchange perspectives on real situations within smaller groups and conduct plenary conclusions. We make use of polls, videos, and create “aha” insights.

STEP 1

Initial Assessment

Online questionnaire and interviews

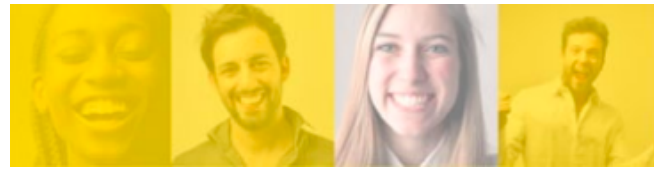
For the assessment of your company culture and to gather information about day to day situations, we conduct two analysis:

- An online questionnaire with questions about the inclusiveness of the company culture, responses are on an individual level.
- In addition, we will conduct 30-minute interviews with part of the team to gather examples of real situations.

We will use the information from the questionnaire and interviews to fine-tune the content of the workshops, address the situations and concerns of the employees regarding the company culture, and use real examples (anonymously) of exclusive behaviors or harassments.

We will ensure a culture-fit program for your company.





STEP 2

Increasing Awareness and Knowledge

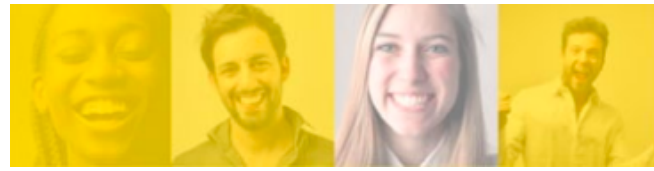
2-Hour Online Workshop for a maximum of 25 people

The aim of this workshop is to make participants aware of existing personal perspectives and/or biases through the discussion of real situations, and provide first guidelines on how to avoid gender-based harassment and develop a fully inclusive team culture.

Global Outline of the first workshop:

- Introduction, framework, **setting the stage**.
- Sexual harassment, what is it? Discussion of some theoretical situations. Objective: create awareness that **gender-based harassment goes beyond sexual advances** or requests for sexual favors.
- Code of conduct and the values of your company, discuss it briefly with some examples. Objective: create awareness of the company policy and the ever **existence of grey areas**.
- Does it happen in your company? Objective: create awareness that - even some people might deny it or might be critical about this topic, **it happens everywhere**.
- What to do if it happens to you? Explain the **company policy, guidelines**, platforms team workers have access to.
- How can you help to address it? Objective: understand the importance of action **to avoid bystander effect**, role of HR and management.
- Next steps and exchange of **individual commitments**.





STEP 3

Building Skills for a Respectful Environment and Inclusive Teams

2-Hour Online Workshop for a maximum of 12 people

The aim of this workshop is to address the **attitudes** and **practice the skills** that are necessary to create a highly respectful work environment.

We advise to work with groups not bigger than 12 people to make **practicing** in a safe environment possible and **give personal guidance and feedback**.

Global Outline of the second workshop:

- Connection with the first workshop: exchange of **observations and actions** regarding exclusive behaviors during the time in between sessions.
- How to bring **attention to gender-based harassment**? Guidelines.
- **What to do if you see it happening?** Exchange of situations. Guidelines for constructive responses and avoidance of the bystander effect.
- **What to do if it happens to you?** Exchange of ideas and ways to respond.
- **Practicing common situations.** Guidelines, practicing, feedback.
- Exchange of **personal commitments** and action plans.

FACILITATORS



Marianne Slotboom



Jose Powell

[Read more about us here](#)

