

Mobbing and sexual harassment - How to put a stop to it

Content and goals

Bullying and sexual harassment are serious risks not only for those affected directly, but also for the company: victims of bullying and sexual harassment are more frequently ill, the working environment becomes poisoned, productivity drops, and high costs are incurred. Managers have a duty of care for their employees' well-being. This responsibility includes the duty to protect employees from mobbing and sexual harassment, and to intervene in actual incidents. But what is the right way to intervene or (preferably) to prevent such occurrences, and thus meet one's legal obligation as an employer?

Topics

- Definition of workplace bullying and sexual harassment under labour law, how to identify them, and the legal framework within which managers can support affected employees, acknowledging the limits of their authority.
- Measures managers can take to prevent bullying and harassment, how to offer concrete support to affected individuals, and key steps and procedures for both.
- How managers can protect themselves, focusing on communication techniques to effectively set boundaries, since they can also be victims of bullying and harassment.

Trainer

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

Duration

Lunch Session	1 h: Theory
Workshop	2 h: Theory and practice
Training	4 h: Theory, practice and experience

Target audience

Executives and management