



# **BUILDING PEACEFUL COMMUNITY**

## *Reconnecting Humanity with Humane*

### **Workshop and Consultation Description:**

#### **A Public Health Approach to Preventing Workplace Sexual Harassment**

##### *The Time is Now*

Our workplaces, social institutions and world are presently at a critical stage in better understanding and more effectively addressing and preventing sexual harassment in the workplace and greater community. This is largely due to the courage of people, mostly women, speaking out about inappropriate, disrespectful and harmful attitudes and behaviors experienced at work.

The Public Health Approach to Preventing Workplace Sexual Harassment is based on the premise that this problem is likely far more preventable than it may appear at present. Consider for a moment the time and resources that have been put into sexual harassment policy and training over the past 30 years, and how serious a problem sexual harassment remains in American workplaces, given recent painful revelations. Compare the impacts of these efforts with the fact that over roughly the same period of time, we have almost completely eliminated smoking in workplaces, and most public places across the nation. Why has sexual harassment in the workplace continued to be such a serious and persistent problem, while smoking at work and in public places has largely become a thing of the past?

Building Peaceful Community offers workshops and consultation to workplaces interested in learning about and implementing tailored prevention strategies. Building on learnings from successful workplace change initiatives, including eliminating workplace tobacco use and the development of respectful, peaceful work environments, we will look at workplace sexual harassment through the lenses and practices of Public Health and Humanism and consider tailored approaches based on policy development, organizational assessment and multi-layered learning and agreements in our workplaces. These strategies are designed to result in individual and organizational acknowledgement and clarity about the problem of sexual harassment, and facilitation of understanding and buy-in for more respectful and healthy co-worker and organization-wide behavior norms.

By adding these ideas and approaches to complement more traditional HR and legal-based harassment policy and training strategies, participants will gain and be better able to implement visions, tools and new opportunities for preventing workplace sexual harassment, for all of us, now.