



Harassment, Ethics and a Respectful Workplace

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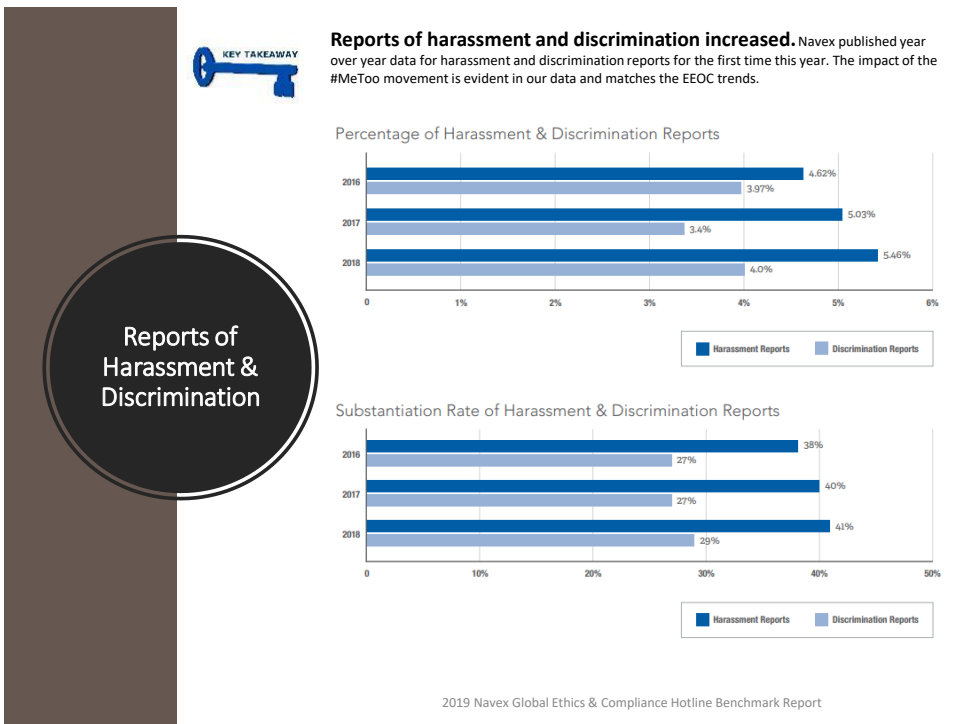
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Create a Respectful Workplace

Treat your colleagues with dignity and respect, even if you disagree with them. Enforce a zero tolerance policy for offensive communications, actions or gestures.



Be at Your Best



Professional and courteous



Good listener



Team player






Role model




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CULTURE

IS THE TONE AT THE TOP

-  STRONG
-  VISIBLE
-  EXPLICIT

DOES THE COMPLIANCE TEAM HAVE

-  STATURE
-  FUNDING
-  RESOURCES

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EDUCATION

ARE THE COMPANY'S TRAINING AND COMMUNICATIONS

-  DELIVERED FREQUENTLY
-  GIVEN TO THIRD PARTIES
-  PRACTICAL: TELL "WHAT TO DO"
-  PRACTICAL: TELL "WHO TO CALL"

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Understand Sexual Harassment Hot Spots

Power imbalances are the primary driver of workplace sexual harassment

Power and Sexual Harassment



Source: Gartner

- Address the issue at all position levels
 - Address all forms of harassment
- Communicate effectively about the issue

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GOVERNANCE



IN WRITING

ARE THE
COMPANY'S
POLICIES AND
PROCEDURES



UNDERSTANDBLE



EASILY
FINDABLE



TRANSLATED/
LOCALIZED



REVIEWED &
UPDATED OFTEN

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Key Policies

- Code of Conduct
- Open Door
- Non-retaliation



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Tie Incentive Compensation to Good Behavior Goals



- Mentor an employee with a different background or experience from your own
- Volunteer at a local diversity council or Employee Resource Group
- 100% team completion of compliance and ethics training

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HR - Compliance - Legal

Responsible

Accountable

Consulted

Informed



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QUESTIONS

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