



HARASSMENT

TRAINING
THAT

ISN'T
DULL



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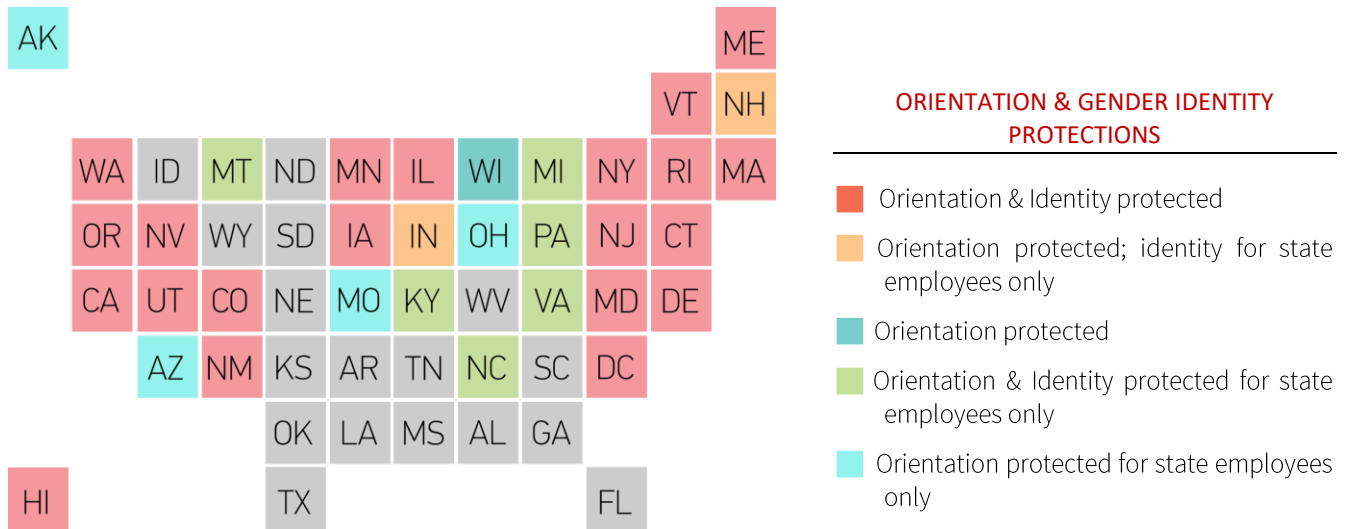
LOGISTICS

MAKING SESSIONS MEMORABLE

COMPONENTS



SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION



The California Fair Employment and Housing Council defines “sex,” “gender,” “gender identity,” “gender expression,” and “transgender” as follows:

- An individual’s “gender” is one’s sex assigned at birth.
- “Gender identity” is a person’s internal understanding of and identification with gender, which may include male, female, a combination of male and female, neither male nor female, a gender different from the person’s sex assigned at birth, or transgender.
- “Gender expression” is a person’s gender-related appearance or behavior. It is how individuals present their gender to the world.
- “Transgender” is “a general term that refers to a person whose gender identity differs from the person’s sex assigned at birth.”

TRAINING

In a recent U.S. Equal Employment Opportunity Commission report on harassment in the workplace, the Commission emphasized that “[Compliance training] is not training to change your mind. It’s training to keep your job.” This statement recognizes the limits of anti-harassment training. The training goal is to ensure that supervisors are fully informed of the standards of conduct required in the workplace and the disciplinary consequences when those standards are not met.



WHAT TO ANTICIPATE



IS THIS A BIG DEAL?

- 17,700,000 women have reported sexual abuse since 1998.
- The average settlement involving workplace harassment claims is approximately \$120,000. The average jury award is over \$1.5 million.
- New York University agreed to pay \$210,000 to settle a lawsuit filed in August 2011. According to the lawsuit, the supervisor regularly addressed the employee, a native of Ghana, with slurs like "monkey" and insults like "Go back to your cage," and made hostile remarks about immigrants, particularly those from Africa.
- The largest sexual harassment case in the nation's history was filed by the Equal Employment Opportunity Commission (EEOC) and 350 female employees against Mitsubishi Motor Manufacturing of America. The total award in this class-action suit was \$34 million, nearly \$100,000 for each plaintiff.
- A Federal jury awarded a woman \$413,000 against the Lear Corporation because male coworkers played loud, sexually explicit music at work and management took no action.
- In 2002, the US First Circuit Court of Appeals ruled against LL Bean for a hostile work environment in which many of the incidents occurred outside of the workplace and work hours. (Crowley v Bean Inc)
- In 2003 the Dial Corporation agreed to pay \$10 million to settle harassment complaints of 91 women employed at a suburban Chicago soap facility.
- For 2016 alone, the EEOC received over 28,000 harassment claims, resulting in over \$125 million in monetary benefits.

- Ben Affleck
- Mario Batali
- George H.W. Bush
- Herman Cain
- Louis CK
- Andy Dick
- Al Franken
- Mark Hurd
- Garrison Keillor

- John Lasseter
- Matt Lauer
- Leslie Moonves
- Roy Moore
- Jeremy Piven
- Roy Price
- Brett Ratner
- Charlie Rose
- Russell Simmons

- Kevin Spacey
- Sylvester Stallone
- George Takei
- Jeffrey Tambor
- Isaiah Thomas
- Donald Trump
- Harvey Weinstein
- Shawn White
- Jameis Winston

