

# Workplace Harassment Awareness and Prevention Training

**The Case:** The cost of unresolved **workplace harassment can reach into the thousands of dollars**, in the form of expensive lawsuits, loss of productivity, high rates of turnover, potential violence in the workplace, absenteeism, negative publicity, and lack of trust on teams who need to be working well together to get bottom line results. . **The average attorney fees to defend a harassment claim (before it goes to court) is \$75,000.00.** Courts continue to look **favorably on employers who revise their harassment policies AND provide up-to-date training** for all employees, at all levels.

**Why the EA?** We provide **professional, up-to-date and affordable training, done at your workplace**, when it's convenient for you.

**At the end of our training, participants will be able to:**

- Define the types of Workplace Harassment
- Identify the impact on the recipient and the workplace
- Demonstrate how to protect their organization against liability
- Describe how to establish a workplace harassment-free environment and identify their responsibilities
- Describe warning signs of Workplace Harassment
- Identify bullying behavior and its connection to harassment
- Understand email, internet, and social networking issues
- Demonstrate how to self monitor and confront a harasser
- Understand retaliation and its consequences
- Describe investigations Do's and Don'ts (manager training only)
- Demonstrate what prompt, remedial action looks like (manager training only)
- Successfully answer scenario questions

**Our training is up to date, affordable, interactive, and participants learn practical information and techniques that can be applied at work.**

**Our trainer:**

**Dave Tippett, PHR**

Dave is well-known in the Northwest Ohio and Southeast Michigan business community for his enthusiasm, training creativity and commitment to helping people work better, together. In his 10 years as an HR Director, Dave dealt effectively with workplace harassment issues. This experience included policy development, investigations, internal training, and managing investigation outcomes. In addition, he worked for 9 years in a problem solving capacity for a number of area HR professionals which included consulting on harassment-free issues and training. Dave brings practical, real world experience to this topic, and delivers the material (all up to date) with an engaging and interactive style. He has been a popular trainer on the subject since 1994. He provides customized training content, delivered with an innovative and interactive approach. Aside from training, Dave is also a published playwright and author. He and his wife, Jill, live in Gibsonburg.

**Let's get started!** We're ready to go to work for you.

**Contact:** Dave Tippett, Director of On-Site Learning & Consulting at: 419.893.3000 • 800.882.7042 • [dave.tippett@TheEA.org](mailto:dave.tippett@TheEA.org)