



COURSE

Preventing Workplace Harassment — UK

12th Edition

Respect



Observe the 2023 Worker Protection Act

In today's diverse workplaces, preventing harassment is essential not only for legal compliance but for fostering a safe and productive environment. With the UK Worker Protection Act (effective October 2024) reinforcing employers' responsibilities, there's never been a better time to strengthen your approach to harassment prevention. A proactive approach to harassment prevention helps ensure a high-performing workplace where every employee feels valued and protected.

Course Description

Emtrain's UK Preventing Workplace Harassment course is specifically designed for UK workplaces to address the unique challenges of managing harassment under the Equality Act 2010 and the latest legal standards. This course not only clarifies what constitutes unlawful harassment but also provides practical skills for creating respectful, inclusive teams. Our training also provides an overview of UK-specific harassment laws and policies.

Key Concepts

- How to build trust at work.
- How to make clear decisions.
- What accountability means.
- The importance of positive cultural norms.

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

VERSIONS

All Employees (40 min)

WHAT'S COVERED

- [Bullying](#)
- [Bystander to upstander](#)
- [Forms of harassment](#)
- [Protected characteristics](#)
- [Toxic workplace](#)
- [Workplace Color Spectrum](#)

Lessons

What is Respect?

An introduction to the purpose and goals of this course.

The Workplace Colour Spectrum® Tool

Explaining what the Workplace Colour Spectrum is and how it can help managers and employees understand and categorise their conduct – and the conduct of others.

What Is Unlawful Harassment?

Workplace harassment always involves conduct or comments relating to "protected characteristics." But what are "protected characteristics?" Where do they come from? Which ones apply in my workplace?

Bullying and Aggressive Behavior

This lesson helps the workforce understand, identify, and measure aggressive, bullying behavior in the workplace.

Different Forms of Harassment

Workplace harassment always involves conduct that meets certain legal criteria and is unlawful. What kind of conduct is that? Review the different forms of harassing conduct.

What Makes Conduct Unwanted?

A hostile work environment always involves "unwanted conduct." What is it and how do you know when your words or actions are "unwanted?"

What Makes Conduct Red and Toxic?

Red conduct is almost always illegal and always negatively impacts work culture. What does it look like? And how do you know when your conduct crosses the line?

Who Can Be Involved in Harassment?

Explaining the reach of workplace harassment laws, who is protected, and who can be an offender.

Bystanders to Upstanders

In most harassment situations, someone outside the situation knows what's going on. What is the role of the bystander? And how do you go from being a passive bystander to someone who takes action?

Victimisation

Employees have a right to raise a concern or complaint without fear of victimisation. But what is victimisation — and when do work decisions cross the line?

Reporting, Investigations, and Workplace Policies

Educate employees on your workplace policies that prevent harassment, how to report concerns of harassment, and the employer's investigation when concerns are reported. All employers must have their own harassment prevention policy to highlight in this lesson. For employers who lack a policy, Emtrain provides a harassment prevention policy template that can be used to create an employer policy.

Provide Your Feedback

A post-programme survey on the learning experience.