

RESPECT IN THE WORKPLACE

A Zero-Tolerance Stance on Sexual Harassment for Supervisors



DO SOMETHING

Respond to the heightened need for accountability and right action amid a culture of sexual harassment in the workplace.



NO TOLERANCE

Reinforce how to behave as a supervisor to foster a climate of no tolerance for sexual harassment in the workplace.

Power implies an even greater responsibility to act in an ethical manner!

P O W E R

PROVIDE

safe space and ample time to listen and respond to employee allegations and concerns



OBSERVE

the office climate and culture, noting how tone is maintained and intervening if/when it is not



WARNING SIGNS

be mindful of verbal and nonverbal cues, interrupting and rationalizing inappropriate behavior



ENSURE

that your behavior is an exemplar and model a zero tolerance stance



RESPOND

SWIFTLY, CLEARLY, DEFINITELY words, actions, and reporting consistent with company policy



LISTEN UP

- Be approachable with an Open-door policy
- Listen up — time and attention (avoid interrupting)
- Take allegations seriously
- Report concerns accurately and timely
- Accessible policy and a reporting mechanism



LEAD

- No biases or mixed motives
- Understand supervisors role
- Be an positive/approachable leader
- Speak up — encourage zero tolerance for inappropriate behavior
- Know your responsibility as a leader