



Promoting Dignity and Addressing Bias in the Workplace

Promoting Dignity and Respect at Work.

Discrimination and harassment, whether intentional or unintentional, is detrimental. It is a difficult, and sometimes harrowing, subject. Excellent organizational cultures are not just free from harassment; they also proactively promote dignity and respect amongst their employees. With a complete appreciation for the sensitivity of this topic, Abundant Sun creates a safe, honest, professional and educational environment for participants to explore the complexities and intricacies of behavior that can be perceived as harassment or discrimination.

This roundtable helps participants understand what can be perceived as inappropriate and uncomfortable workplace behavior, and helps them to respond appropriately when they see or experience harassment. Harassment, whether it is based on gender, race or any other characteristic, is ultimately about power and the power dynamics that exist between people. This dynamic, if misunderstood or abused, can result in traumatic interactions between employees and claims of discrimination and harassment.

Addressing Unconscious and Overt Bias.

Behavior that may be received as harassment or unfair treatment can arise from biases that revolve around gender identities and racial stereotypes. In the age of the Me Too movement and Black Lives Matter, it may be easy to overlook that anyone can be on the receiving end of discrimination or harassment.

Harassment may result from not understanding the rules and customs of certain cultures different from one's own. Or it could result from misperceptions we have about homeless people, people living in poverty, people in the LGBTQIA+ or disabled communities. This roundtable addresses how to spot such biases, and to ensure these biases do not fuel inappropriate behavior.

Achieving More than Legal Compliance.

We appreciate that many organizations, especially public bodies, have to mandate that their employees complete training around harassment and the importance of diversity and inclusion. Our job is to make sure that we give you what you need for compliance, plus a lot more that helps you go beyond the bare minimum approach. Abundant Sun provides you with a meaningful and sustainable solution to some of your workplace obligations and challenges. We offer pragmatic and actionable tips. Dealing with harassment and discrimination is not a business transaction. It is a real human problem. Anyone having to address it, be they a manager, an administrator, an alleged perpetrator or victim, requires and deserves a true sense of humanity.

2 hour session: **\$1175** | 4 hour session: **\$1,950** | Full-day session: **\$2,200**

To learn more about this workshop, or to schedule a session in your workplace, please call 1-888-392-0050