

98% of US Organizations Have a Sexual Harassment Policy. Most of Them Don't Work.

In today's corporate, political and social environment, sexual harassment is a critical issue – critical to the future success of organizations and critical to the safety and well-being of the men and women involved.

Most sexual harassment policies and training programs are outdated and ineffective designed with a singular goal of avoiding legal liability, as opposed to creating a culture based on positive values that promote transparency, accountability, high morale and productivity.

To date:

- **70%** of those harassed across the workforce were too afraid to speak up;
- **94%** didn't file a complaint;
- **75%** of those who did file a complaint were subject to retaliation

Even the U.S. *Equal Employment Opportunity Commission* (EEOC) believes “*much of the training done over the last 30 years has not worked as a prevention tool.*”

The wake-up call:

- Last year, the media exposed a far-reaching and systemic culture of tolerance for sexual harassment and assault that spans virtually every industry;
- The online *#MeToo* revelations shows a new willingness to bring harassment issues to light;
- The avalanche of recent accusations in companies, large and small, demonstrates the high emotional and financial costs of cultures built on silence, retribution, and a lack of accountability;
- U.S. companies **\$2.2 billion** last year on insurance policies for the legal fallout from sexual harassment, racial discrimination and unfair-dismissal accusations. The market will grow **23%** next year.



Corporate culture has become directly tied to brand value. Companies that continue to airbrush allegations out of their books will become the target of empowered employees and the media. They will pay the price.

Why Our PROPEL Sexual Harassment & Workplace Aggression Training Program Succeeds, Where Traditional Programs Fail.

Traditional programs' “shortcut” process trains for the elimination - rather than prevention - of specific aggressive behaviors. Generally considered a “check list” expense, these one-dimensional programs try to reduce legal liability. They are not designed to create and maintain a safe working environment. Consequently, hostile environments remain in place failing to establish a positive culture in which employees can thrive.

D&D's PROPEL Training Program (*Positive Reinforcement of Professional Empathy and Like-mindedness*): Anchored in the latest advancements in evidence-based scientific psychology, the program's three-step process combines web-based instruction and group workshops designed to reduce aggression and revitalize workplace cultures. The program corrects dangerous misperceptions people have that are the root

of most sexual harassment incidents.

PROPEL has been proven to strengthen interpersonal relationships, create “like-minded” decision making behaviors, and change corporate cultures.

PROPEL's Three-Step Training Method

Step One is a web-based basic skills course for all executives and employees. A benchmarking survey captures key emotional, behavioral and attitudinal issues that exist currently in the company.

Step Two is workshop instruction in groups of 25 people or less, conducted over two days with each workshop session lasting ½-day in duration.

In two separate curricula, executives / supervisors and non-supervisors reinforce the skills learned in their basic training and generalize them to other forms of hostile

work environment, including harassment that is based on race, religion, age and disability.

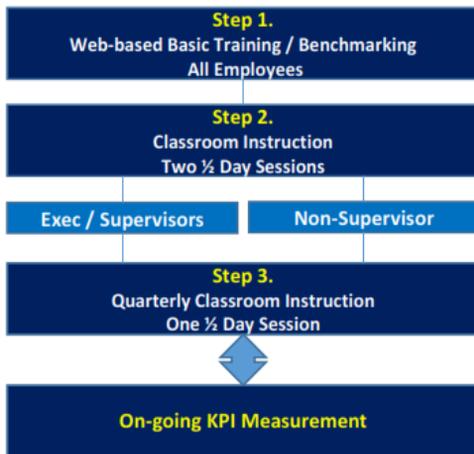
At the core of each curriculum are structured role-play scenes that become the springboard for the workshop's training activities.

- **Executive & Supervisory Training:** Participants enact three role play scenes that show a supervisor interacting with a harassed employee, a harasser and a co-worker.

After each scene, the trainer sculpts the players in three specific 'acts'. Each act focuses on a critical interaction between the 'supervisor' and the 'harasser', the 'harassed' and/or the 'co-worker'.

The activities begin with sexual harassment but generalize to include other forms of hostile work environment harassment.

The goal is for the participant to model supervisor skills in addressing, reporting and coping with employees who are involved in harassment episodes and co-workers in the department.



- **Non-Supervisory Training:** As in the training for executives and supervisors, participants enact three role play scenes that show a harassed

Past engagements include:

<i>Abbott Laboratories</i>	<i>Asea Brown Boveri</i>
<i>Behrman House</i>	<i>BF Goodrich</i>
<i>Celentano Foods</i>	<i>City Harvest</i>
<i>International Nickel</i>	<i>Lladro</i>
<i>Newhouse Publications</i>	<i>Sotheby's</i>
<i>Pharmacia & Upjohn</i>	<i>Sealed Air Corp.</i>
<i>Sun Chemical</i>	<i>US Marines Corps</i>
<i>Zurich Insurance Co.</i>	

employee but this time interacting with a supervisor, a harasser, and a co-worker.

Again, the trainer sculpts the players in three specific 'acts' after each scene. Each act focuses on a critical interaction between the "harassed employee" and the 'harasser', the 'supervisor' and/or 'co-worker.'

The goal is for the participant to model employee skills in addressing, reporting and coping with hostile work environment harassment.

Step Three: Corporate cultures do not change after only one "inoculation" of training. This type of systemic change requires periodic "booster shots" to reinforce and build upon previous learning. This step also underscores executive management's commitment to build and maintain a safe working environment that *propels* employees and allows them to thrive.

Half-day "booster shot" workshop sessions of 25 participants each are scheduled quarterly for both executive / supervisory and non-supervisory groups.

Quarterly Reports for Executive Leadership

Different types of data from employee surveys and anecdotal stories that reflect changes in work force attitudes, employee behavior and corporate culture is captured during all phases of training. A report of these key trends is presented to executive management quarterly.

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Dr. Steven Dranoff, Ph.D is founder / president of D&D Consultants, Inc.. A psychologist, psychoanalyst, educator, consultant, researcher, and sought-after speaker, Steve is also co-author of two groundbreaking and award-winning

books on workplace aggression, *The Manager's Guide to Preventing a Hostile Work Environment: How to Avoid Legal Threats by Protecting Your Workplace from Harassment Based on Sex, Race, Religion, Age and Disability* and *The First Line of Defense: A Guide to Protecting Yourself Against Sexual Harassment*.

He has also developed two web-based training programs for high school and middle school students, their parents and faculty, and one for college students and professional staff. All have been proven to change an organization's culture.

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