

After defining sexual harassment, this course distinguishes between two types of harassment: quid pro quo and hostile environment. Then, the course discusses harassment in the context of employee relationships, social media and offensive behavior, before explaining how to respond to – and prevent – such behavior. Special considerations for supervisors are also covered. By taking this course, you will understand: what federal legislation impacts sexual-harassment issues; how to identify sexual harassment; what behavior qualifies as “severe” or “pervasive”; what behavior qualifies as physical sexual harassment, verbal harassment and nonverbal harassment; how districts typically handle employee relationships; the problems and challenges employee relationships can pose; why sexual harassment frequently goes unreported; what most district sexual-harassment policies include; how to document sexual harassment; how the law protects you from employer retaliation; if and when you can be held liable for sexual harassment; and how supervisors can establish a harassment-free workplace.

Regulations

- * USDA Professional Standards Key Area -- Administration (3000)
- * USDA Professional Standards Training Subject -- Human Resource Management (3410)
- * USDA Professional Standards Training Subject -- Employee Health, Safety & Wellness (3450)
- * USDA Professional Standards Key Topic -- Human Resources (3400)
- * USDA Professional Standards Training Subject -- Policies and Procedures (3420)