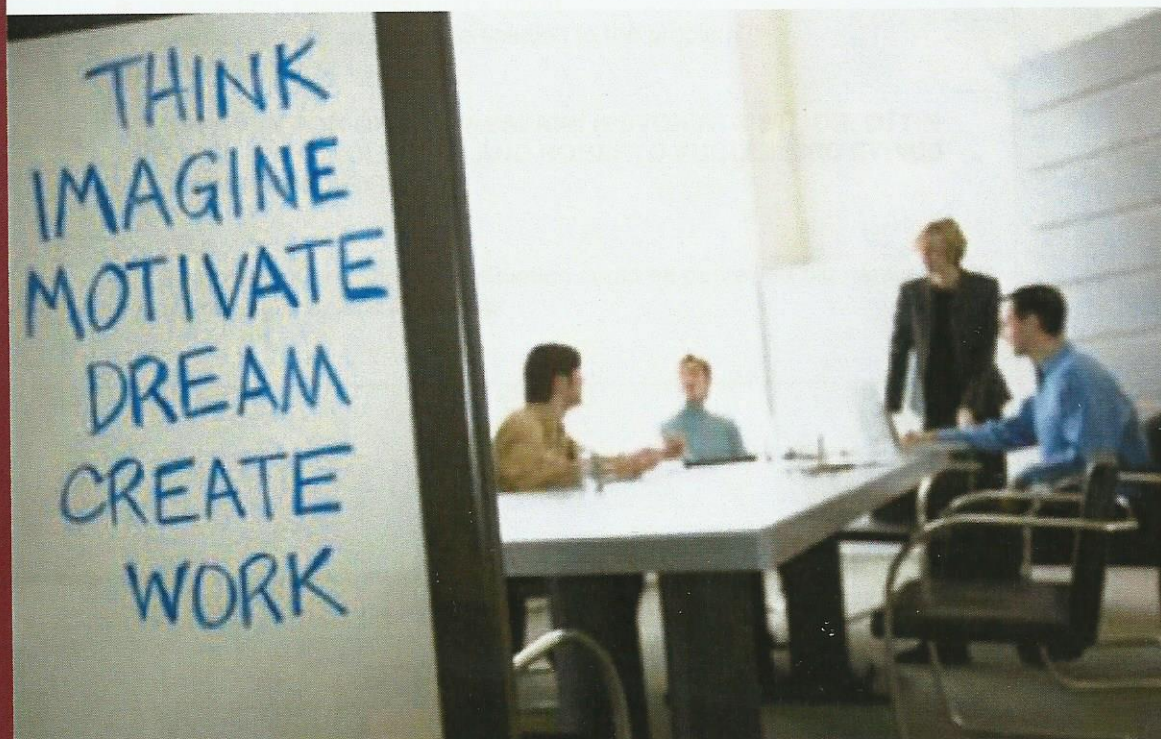


RESPECT AND DIGNITY AT WORK

Training for Managers

Training Programme



PROGRAMME

RESPECT AND DIGNITY AT WORK

The content below is the same for the managers' and staff' session. The approach and cases discussed will be tailored to the target group.

What is psychological harassment?

PHASES OF PSYCHOLOGICAL HARASSMENT

- ◆ Examples of psychological harassment
- ◆ Personal Reflection – My Behaviour
- ◆ Effects of psychological harassment

What is sexual harassment?

- ◆ Unwelcome conduct
- ◆ Types of sexual harassment
- ◆ Reactions

THE VICTIM AND THE HARASSER

ORGANISATIONAL REASON WHY HARASSMENT OCCURS?

- ◆ Influence of social interaction and stress
- ◆ Organisational culture
- ◆ Psychological Harassment A Multi-faceted Model

INCIDENCE RATES IN THE EUROPEAN UNION

HOW CAN WE PREVENT HARASSMENT?

- ◆ At the Individual Level: Emotional Intelligence
- ◆ At the Individual Level: Training
- ◆ At the Individual Level: Confronting negative behavior

PREVENTING HARASSMENT: ORGANISATIONAL ASSISTANCE

- ◆ The role of the confidential counsellor
- ◆ Interaction, information and support
- ◆ Mediate to find an amicable solution to the problem
- ◆ Prevention

INTERVENTION OF DR. PASSERINI (PSYCHIATRIST), DR. OTTIN FASSE (PSYCHOLOGIST) AND ROBERTO PUGLISI (JRC ETHICS CORRESPONDENT)

- ◆ Q&A
- ◆ Examples of how the same situation could be perceived differently and as menacing in different contexts

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