



## **Living Your Policy: Sharing Your Policies & Training Your Team**

03/14/23

### **Scenario 1: Skill-Building**

You are designing a training for managers on how to respond to disclosures of experiencing harassment and discrimination and their reporting obligations.

Questions to Consider:

1. What kind skill-building exercises would be helpful to use in this training?
2. Who could facilitate these skill-building exercises?
3. What follow-up to the skill-building would be most effective?

### **Scenario 2: Discerning Type of Education**

There is an employee in your office who often makes comments about other people's bodies. This has included comments such as "That dress looks great on you Ari. You look so much thinner!" and "Wow, I wish I could eat that many hamantaschen and still have my butt look that good."

Questions to Consider:

1. What's the problem?
2. What are the questions to ask yourself about how to address it?
3. What kind of learning could be used to address this situation?

### **Scenario 3: Choosing a Trainer**

You surveyed your staff to learn more what topics they want training on related to sexual harassment and discrimination. There was a large interest in how to navigate microaggressions and harmful statements in the workplace. You decide to bring in a trainer to lead a training on bystander intervention in the workplace.

Questions to Consider:

1. What questions would you ask when vetting trainers?
2. What experience would you want from a trainer?
3. What would a pre or post assessment look like for this training?