



FOUR PILLARS OF AN ANTI-HARASSMENT INITIATIVE

Best practices demonstrate there are four steps to creating a holistic harassment prevention initiative:

LEADERSHIP & ACCOUNTABILITY



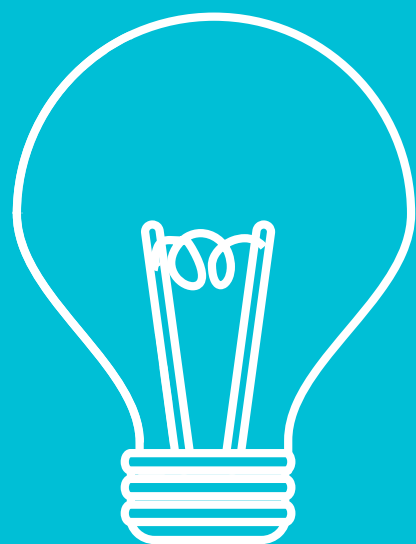
The leadership of an organization must establish a culture of respect in which harassment is not tolerated.

CLEAR POLICIES



A stated policy against harassment that explains the behaviors that will not be accepted and the procedures to follow in reporting and responding.

COMPLIANCE TRAINING



Provide training to employees regarding policy, reporting systems, and investigations. Managers also need to learn how to respond to harassment before it becomes a legal issue.

REPORTING & INVESTIGATION



Provide reporting systems for both those who have experienced harassment and those who have observed it. Partner these with a thorough investigation and disciplinary process.