

**Audience:**

All Staff

**Duration:**

1-day on-line workshop or 1-day classroom event



Level: Foundation

Bullying and Harassment in the Virtual Workplace

This This workshop helps staff and managers to be aware of workplace harassment and discrimination that can take place remotely. This can be through for example:

When many people are working remotely it is crucial that we consciously think about ensuring everyone is included and that unacceptable behaviours are quickly identified and managed.

Drawing on our diversity work with under-represented groups during lockdown, This workshop raises awareness of remote bullying and harassment through real examples. It looks at a number of current concerns being expressed by staff and managers and provides lots of practical ideas and tips for managing this tricky issue. The workshop is interactive and engaging with activities including discussions, a quick quiz, polls and “hands-ups”, breakout rooms and “buddy-ups”.

Delegates will

- Understand and raise awareness of what constitutes workplace bullying and harassment in the virtual workplace through lots of examples from our current work in this field.
- Be aware of some more subtle forms of bullying that may be conscious or subconscious e.g. monitoring and managing people very differently, excluding people from meetings and how to call this out
- Discuss top tips, approaches and practical ideas for managing bullying and harassment both as an individual and as a colleague
- Recognise some of the signs that a colleague may be feeling bullied or harassed and learn ways of starting potentially tricky conversations to resolve this.
- Recognise what is meant by “trolls” and “trolling” and see examples of how informal workplace platforms can be misused and practical steps for managing this.
- Understand some of the common situations when colleagues might need support – as a new-joiner, as a career

Our Approach

Learning without context rarely sticks and rarely changes behaviour. We focus on integrating learning with work and on the effective application of learning in the workplace. We create a climate of high support and challenge to stretch people to increase self-awareness.

During the course our facilitators will deliver seek to:

- **Appreciative Inquiry** - build on clients' successes and strengths, enabling individuals and teams to appreciate what they could do better and what they are currently doing well.
- **Constructive Challenge** - stretch our clients to create new reference points for what they can achieve.
- **Enjoyable** – create an environment of laughter, humour, and emotional engagement

Related Courses

Foundation



Intermediate

