

# Course : Sexism and sexual harassment, prevention and action

*Practical course - 1d - 07h - Ref. SXT*

*Price : 800 € E.T.*

Companies are obliged to take preventive action against sexist behavior and sexual harassment. This training course will enable you to gain a better understanding of these situations and draw up a prevention plan identifying the appropriate measures to guard against such behavior.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Recognizing prohibited situations
- ✓ Methodically develop and implement a prevention plan
- ✓ Identify the most relevant prevention initiatives
- ✓ Know the possible penalties

## Intended audience

All human resources staff and managers.

## Prerequisites

No special knowledge required.

## Practical details

### Teaching methods

This training course is built around very practical exercises and scenarios: quiz, video on sexism, role-playing, discussion and analysis.

## Course schedule

### PARTICIPANTS

All human resources staff and managers.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 Recognizing sexism and sexual harassment

- Understand the evolution of regulations on sexism and sexual harassment.
- Understand the current legislative framework.
- Become aware of the mechanisms of sexism.
- Distinguish between related concepts: sexism, moral harassment, sexual harassment, flirting, etc.
- Identify situations of sexism and sexual harassment.

### Exercise

Identify among concrete situations whether they qualify as sexism, harassment, discrimination or "simple" flirting...

## 2 Reacting to sexism and sexual harassment

- React when an employee is the victim of sexist behavior.
- React to the alleged perpetrator.
- Listen without judging, to avoid influencing your words.
- Know the different possible sanctions.
- Identify internal and external prevention players.
- Understanding the role of employee representatives: the CSE's right to alert.

### Role-playing

Faced with reports from employees, or facts you've observed yourself, learn how to react and adopt the right posture and appropriate words.

## 3 Prevention actions

- Choose the most appropriate actions to combat sexism and sexual harassment.
- Ensure that no acts of sexism or sexual harassment occur within the organization.
- Create a safe, reassuring environment.
- Include the issue of sexism and harassment in gender equality negotiations.
- Appoint a referent to deal with sexist abuse and sexual harassment.

### Exercise

List preventive actions to be implemented in the company. Discussion and debriefing.

## 4 Draw up a prevention plan against sexism and sexual harassment

- Include appropriate actions in the prevention plan.
- Set up a reporting procedure.
- Develop a survey methodology.
- Communicating and publicizing our actions.
- Produce communication tools (guide, poster, etc.)

### Exercise

Collective development of an action plan and its communication. Quiz on all the points covered during the day and discussion.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

**REMOTE CLASS**  
2026 : 15 June, 28 Oct.

**PARIS LA DÉFENSE**  
2026 : 15 June, 28 Oct.