

# Course : Become a referent for the prevention of sexism and sexual harassment

**Role, missions and actions within the company**  
*Practical course - 1d - 7h00 - Ref. SXW*  
**Price : 810 € E.T.**

★★★★☆ 4,7 / 5

BEST

Since January 1, 2019, companies with 250 or more employees, as well as CSEs, have been required to appoint a referent for sexism and sexual harassment. This training course enables referents to identify and understand their role, and to carry out their mission in a professional manner with full legal certainty.

## Teaching objectives

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

- ✓ Identify prohibited behaviors or situations
- ✓ Act as a point of contact for employees and HR management
- ✓ Listening to the victim, providing guidance and assessing the facts
- ✓ Initiating and participating in a survey

## Intended audience

Referents for sexism and sexual harassment.

## 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

Referents for sexism and sexual harassment.

### 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 Legislation on sexism and sexual harassment

- Understand the evolution of regulations on sexism and sexual harassment.
- Understand the current legislative framework.
- Become aware of the roots of sexism and its effects on the individual and the organization.
- Distinguish between related concepts: sexism, moral harassment, sexual harassment, flirting, etc.
- Know the different possible sanctions.

### Exercise

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

#### 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.

## 2 Role and mission of the sexual harassment and sexism referent

- Know how to appoint a referent.
- Identify the role of the referent prescribed by law.
- Determine your role in the organization.
- Identify the players to mobilize inside and outside the company: who to refer the victim to?

### Hands-on work

Discussions and reflections on the role of the referent.

## 3 Dealing with reports of harassment or sexual harassment

- Welcome the word of a "victim" and put her at ease.
- Listen without judging, to avoid influencing your words.
- Seize and launch an investigation with management.
- Distinguish between the role of the gender-based harassment referent and the right to alert.

### Role-playing

Interview the victim and the alleged perpetrator.

## 4 Take part in the survey

- Establish the stages of the internal procedure in agreement with the players concerned.
- Gathering evidence: precautions to take.
- Participate in interviews with the people involved: perpetrator, witnesses.
- Write clear, factual and concise reports.
- Analyze the situation based on the evidence gathered.
- Suggest the appropriate decision/sanction to management.

### Exercise

Write a report, analyze the facts, determine the sanction. Quiz on all the points covered during the day and discussion.

## Dates and locations

### REMOTE CLASS

2026 : 28 Apr., 26 May, 23 June, 2 Oct., 30 Oct., 27 Nov., 18 Dec.

### PARIS LA DÉFENSE

2026 : 28 Apr., 26 May, 23 June, 2 Oct., 30 Oct., 27 Nov., 18 Dec.

## LUXEMBOURG

2026 : 23 June, 27 Nov.