

Course : Preventing harassment and raising employee awareness

Practical course - 1d - 7h00 - Ref. HRC

Price : 990 CHF E.T.

★★★★☆ 4,5 / 5

BEST

For several years now, the issue of harassment has been at the heart of the legal news. This training course will enable you to clarify the concepts of moral and sexual harassment, so that you can identify high-risk situations in your company and implement an appropriate prevention process.

Teaching objectives

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

- ✓ Understand moral and sexual harassment and the laws that punish them
- ✓ Identify risk factors that may lead to harassment
- ✓ Deal with harassment by selecting the various options available
- ✓ Anticipate the risks of moral and sexual harassment with an appropriate prevention plan

Intended audience

HR directors, HR managers, recruiters, HR staff, managers.

Prerequisites

No special knowledge required.

Course schedule

PARTICIPANTS

HR directors, HR managers, recruiters, HR staff, 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 Identifying harassment phenomena

- Familiarize yourself with the legal definitions of moral and sexual harassment.
- Learn about the latest developments (Law 2012-954 of August 6, 2012).
- Differentiate between elements of moral harassment and professional pressure.
- Distinguishing harassment from other psychosocial risks.
- Understand the impact of the obligation de sécurité de résultat on harassment.

Hands-on work

Discussions based on real-life cases.

2 Recognizing harassment

- Identify cases of upward, downward and horizontal harassment.
- Decipher stalker profiles and techniques.
- Anticipate victim profiles and distinguish between false victims and false culprits.
- Identify behaviour likely to lead to harassment.
- Measure the risks associated with management methods and work organization.
- Position and act according to the diagnosis of the situation.

Hands-on work

Case law on moral harassment.

3 Taking action in cases of reported harassment

- Adopt appropriate behavior.
- Analyze the preparatory elements for a delicate encounter.
- Get help within the company: CSE, occupational physician, social worker, mediator...
- Finding and implementing solutions.
- Understand the potential risks of conflict.
- Prosecuting and lodging a complaint: criminal courts, industrial tribunal, breach of employment contract.

Hands-on work

Practicing interview techniques: face-to-face verification of the veracity of information provided.

4 Preventing harassment in the workplace

- Implement a concerted prevention policy with social players.
- Measuring instruments and warning relays.
- Raising awareness through information and internal communication: internal regulations, charter, training, etc.
- Take action to mobilize every member of the company at his or her own level.
- Combining harassment prevention with psychosocial risk prevention.

Hands-on work

Define an action plan tailored to each individual's business.

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.

Dates and locations

REMOTE CLASS

2026 : 24 June, 9 Oct., 30 Nov.