

# Course : Sexual harassment referents: a successful prevention approach

*Practical course - 1d - 7h00 - Ref. AGX*

**Price : 800 € E.T.**



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NEW

At the end of the course, participants will be able to identify the preventive actions that can be implemented and, where necessary, adapt their posture and discourse to, ultimately, develop their role and reinforce their actions. This training program is intended for employees in the professional branches covered by the OPCO Atlas.



## Teaching objectives

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

- ✓ Keep abreast of changes in regulations and case law
- ✓ Assess your organization's maturity in this area
- ✓ Learn to detect harassment signals
- ✓ Establish a prevention approach and share best practices
- ✓ Question and develop your approach
- ✓ Adapting prevention tools and campaigns
- ✓ Raising awareness and communicating with employees

## Intended audience

Personnes adhérentes à l'OPCO Atlas : les référents dans la lutte contre le harcèlement sexuel et les agissements sexistes (désignés par l'employeur ou le CSE).

## Prerequisites

No

## PARTICIPANTS

Personnes adhérentes à l'OPCO Atlas : les référents dans la lutte contre le harcèlement sexuel et les agissements sexistes (désignés par l'employeur ou le CSE).

## PREREQUISITES

No

## 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.

## Practical details

### Hands-on work

Interactive presentations, case studies to anchor the approach in people's minds. Toolbox: quizzes, games in pairs or in groups, discussion sessions, role-playing, video analysis... The activities presented are provided for guidance only and can be adjusted as required.

### Teaching methods

La formation s'appuie en partie sur le guide "Lutter contre le sexisme, le harcèlement sexuel et le harcèlement moral". À chaque fois qu'une page est indiquée dans le présent programme, il s'agit d'une référence à une page de ce guide. Pour optimiser le parcours d'apprentissage, des modules e-learning peuvent être fournis avant et après la session présentielle ou la classe virtuelle, sur simple demande du participant.

## Course schedule

### 1 Content digital learning pre-training - Fundamentals and prevention of sexual harassment

- Defining and distinguishing sexual harassment from other types of inappropriate behaviour
- Understand the legal implications and individual and organizational responsibilities
- Name the forms of sexual harassment
- Explain the different manifestations of sexual harassment in the workplace
- Recognizing the signs of sexual harassment

#### Digital activities

Discover the forms of harassment, the consequences for victims, legal responsibilities and actions to take to prevent and react to situations of sexual harassment.

### 2 The roots of sexual harassment and gender-based violence

- Be aware of the biases and stereotypes that lead to discrimination in the workplace
- The categorization process and its role in stereotyping and prejudice
- From gender stereotypes to gendered representation in the world of work (p. 4)
- Figures on work in France (job mix, gender equality and harassment)

#### Hands-on work

Jeu visant à contrecarrer les stéréotypes de genre. Débat mouvant autour des statistiques.

### 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.

### 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](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

### 3 Evolving legal framework

- Know the legal definitions, be aware of the importance of keeping a legal watch on the subject and know how to recognize situations.
- Developments in the legal framework on the subject of sexist and sexual violence
- Legal definitions of different types of harassment (pp. 6-12) - focus on absence of intent (p. 5)
- Distinguishing between different situations
- Employers' legal obligations according to company size (p. 16) and reporting procedure (p. 19)
- Penalties incurred

#### Hands-on work

Group workshop on the 3 types of harassment: poster design. Quiz and discussion based on situations presented in the Syntec Federation guide "Fighting against sexism, sexual harassment and moral harassment" (pp. 6, 7, 10, 11, 13).

### 4 Preventing harassment in the workplace

- Establish, evaluate and develop a prevention program
- Consequences of harassment in the workplace
- Risk prevention approach to sexual harassment and gender-based violence (HSAS)
- The corporate prevention ecosystem: players, agreements, legal obligations
- Choice of indicators and monitoring
- Conducting an internal survey (based on the practical and legal guide published by the Ministry of Labor in 2019)

#### Hands-on work

Participative word cloud on the consequences of harassment and RPS.  
Workshop: mini-fresco on conducting an internal survey or analyzing the indicators of an agreement on professional equality and quality of life and working conditions (in groups).

### 5 The role of the sexual harassment and gender-based violence referent

- Know your role and be able to guide and raise awareness among employees
- Legal role and embodiment of this role within the structure (p. 24)
- Greet people and direct them to the right person
- Being vigilant as a referent: on violence and on the prevention approach (deadlines, indicators, barometer, etc.).
- Harcèlement (p. 25), les 5D (pp. 34-5) et autres outils de communication, de sensibilisation et de formation et ressources

#### Hands-on work

Étude de cas prise du guide "Lutter contre le sexisme, le harcèlement sexuel et le harcèlement moral" de la Fédération Syntec : étude de cas élargie à la réponse à donner en tant que référent dans une démarche globale de prévention : pp.28-40. Discussion et temps d'échange sur les bonnes pratiques, retour d'expériences, selon les recommandations de l'ANACT...

## 6 Post-training digital learning content - Preventing sexual harassment and gender-based violence

- Identifying sexual harassment
- Recognizing the signs
- Dealing with sexual harassment

### Digital activities

Analysis of different sexual harassment and gender-based harassment situations: recognizing them and taking action for victims.

## Dates and locations

### REMOTE CLASS

2026 : 20 Mar., 10 Apr., 4 May, 19 June, 10 July, 18 Sep., 5 Oct., 11 Dec., 14 Dec.

### METZ

2026 : 19 June, 11 Dec.

### PARIS LA DÉFENSE

2026 : 26 Mar., 10 Apr., 4 May, 19 June, 10 July, 18 Sep., 5 Oct., 11 Dec., 14 Dec.

### NANCY

2026 : 19 June, 11 Dec.