

# Course : Taking action against sexist behavior and sexual harassment

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

*Price : 930 CHF E.T.*



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NEW

At the end of the course, participants will be able to prevent and avoid sexist behavior and sexual harassment in the workplace, and effectively put a stop to such situations, while protecting the victims. This training program is intended for employees in the professional branches covered by OPCO Atlas.

## Teaching objectives

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

- ✓ Identify the different types of sexist behaviour, understand the notion of sexual harassment and receive a report
- ✓ Understand your role in relation to the law, the industry and the company
- ✓ Mastering the actions that can be taken to support victims and put a stop to individual and collective behavior
- ✓ Implement the appropriate prevention tools to deal with different situations
- ✓ S'appropriier les bonnes pratiques pour orienter, informer et accompagner le collectif

## Intended audience

Personnes adhérentes à l'OPCO Atlas : tout salarié souhaitant mieux appréhender les agissements sexistes et le harcèlement sexuel et savoir comment agir.

## Prerequisites

No

## PARTICIPANTS

Personnes adhérentes à l'OPCO Atlas : tout salarié souhaitant mieux appréhender les agissements sexistes et le harcèlement sexuel et savoir comment agir.

## 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 origin of sexism

- Become aware of your own stereotypes and cognitive biases, to reduce sexist reflexes
- The brain, cognitive biases and the categorization process
- Exploring gender stereotypes and prejudices, and the valorization of the male gender (p. 4)
- Discrimination criteria

#### Hands-on work

Expérience d'un biais cognitif en binôme. Mise en commun autour des critères de discrimination.

### 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 Legal framework and responsibilities

- Understand the legal concepts and how they materialize, know your obligations
- Equal treatment and discrimination: definitions and criteria
- Definitions of sexist abuse and harassment (moral p.12, discriminatory, sexual pp. 9-10) - focus on absence of intentionality (p. 5)
- Employer obligations and employee liability (p. 15)
- Penalties incurred

#### Hands-on work

Puzzle autour des définitions (mise en mouvement des participants). Quiz autour des situations du guide "Lutter contre le sexisme, le harcèlement sexuel et le harcèlement moral" de la Fédération Syntec.

### 4 Implementing a policy to prevent sexual harassment and gender-based harassment (HSAS)

- Know the procedures in place at the facility and implement the appropriate prevention tools
- Best practices and recommendations from the guide "Fighting against sexism, sexual harassment and moral harassment" from the Syntec Federation
- The whistle-blowing procedure (p.19) and raising manager awareness
- Internal (pp. 21-24) and external contacts

#### Hands-on work

Moment introspectif autour des actions mises en place au sein des ou de la structure des participants (en groupe). Mise en commun et retour d'expérience.

### 5 Reacting and supporting

- Knowing how to react and welcome speech and put a stop to behaviour
- Be vigilant and recognize the signs of workplace suffering
- Harcelometer/violentometer (p. 26)
- Receiving an alert
- Réagir si on est témoin – freins et leviers
- The 5 Ds (React Directly - Distract - Document - Delegate - Defer) (pp.34-35)

#### Hands-on work

Analysis of the video "At work" from the Défenseur des Droits. Case studies from the guide "Fighting sexism, sexual harassment and bullying" from the Fédération Syntec (p. 29-34) - various situations of sexist abuse, sexual harassment, environmental sexual harassment and bullying: in small groups.

### 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 situations of sexual harassment and gender-based harassment: recognizing them and taking action for victims

## Dates and locations

### REMOTE CLASS

2026 : 27 Mar., 3 Apr., 11 May, 26 June, 6 July,  
25 Sep., 12 Oct., 7 Dec., 18 Dec.