

## Episode 71: Do I have to attend the sexual harassment training/classes?

YES. And while this episode maybe US centric, here are some things to think about. As ever, if you need legal advice, seek an attorney. I am not one.

### 1. What is sexual harassment?

According to Wikipedia, sexual harassment is:

- ♦ intimidation, bullying or coercion of a sexual nature, or the unwelcome or inappropriate
- ♦ promise of rewards in exchange for sexual favors.

The challenge can be that what seems like fun to some is sexual harassment to another.

Moreover, when you can't agree, it's going to be a court that decides.

In many cases you, and not your company, are personally liable for damages.

If you find yourself in court, don't expect your company to defend you.

### 2. How do you avoid it?

There are lots of resources on how to protect your company – here are 7 things to think through:

1. Get all the education and training your company offers. This is one area you need to follow rules.
2. While you may hate being politically correct, it's a good approach if you want to know what you can and can not say.
3. Don't make your work life your social life, try and keep them separate if you can.
4. Facebook is for friends. If you invite co-workers, you are extending the work environment.
5. Resist putting yourself in situations where things could go wrong and be willing to walk away from those situations if they arise.
6. Be sensitive to what people around show on their face or what they say when you are talking. If they walk away in disgust, you need to think about what just happened.
7. Finally, I don't care who you are: have a two-drink minimum on nights out with colleagues. Not being drunk is a good defense.

**Bottom Line:** Always think about the environment you are creating for others. You may think people are too sensitive, but you probably don't want to be in a courtroom when others disagree with you.

