

EEOC COMPLIANT HARASSMENT TRAINING



Is It SAFE?


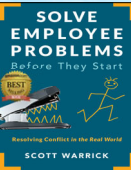
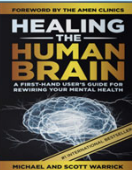
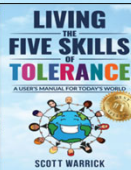
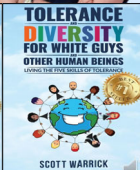
**Stop  
BULLYING  
&  
HARASSMENT  
NOW!**

Scott Warrick,  
JD, MLHR, CEQC, SHRM-SCP  
scottwarrick.com

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**Scott Warrick**  
Human Resource Consulting  
& Employment Law Services

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**WHY ARE WE HERE?**



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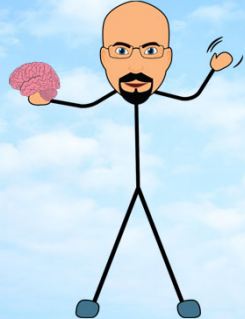
**The EEOC's 2016 Harassment Training Guidelines**



- TOLERANCE
- CONFLICT RESOLUTION
- DEFINE "BULLYING"
- SOCIAL MEDIA
- BYSTANDER INTERVENTION

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**"I am not here to hurt you.  
I am here to help you."**

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**Where Are We Going?**



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**TRUST:**  
Is  
It  
**SAFE?**

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*Do You Agree?*

**EVERYONE** has a right to their own beliefs.

No one should be bullied or discriminated against because they are different.

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*Do You Agree?*

Everyone should be able to go to work every day in an environment that is "SAFE."

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**BULLYING**  
*(Unwelcome & Offensive)*

vs.

**HARASSMENT**  
*(Illegal)*

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**LEGAL/ILLEGAL vs. RIGHT/WRONG**

Major Federal Protected Classes

Civil Rights Act of 1964:  
Race, Color, Religion, National Origin & Sex  
*(Now includes Sexual Orientation & Gender Identity)*

Age In Discrimination Act of 1967

Pregnancy Discrimination Act of 1978

Americans With Disabilities Act of 1990

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*Two Types Of Sexual Harassment:*

*Quid Pro Quo*  
&  
*Hostile Environment*

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*Quid Pro Quo*

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*Quid Pro Quo*  
“Whenever I Condition ANY Tangible Aspect of Your Job On Sexual Favors.”  
NO ONE has the authority to condition ANY aspect of your job on sexual favors!”





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*Hostile Environment*

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**HARASSMENT QUIZ**



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**Mel Gibson**  
“The Jews are responsible for all the wars in the world!”



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**Mayor Mary McAngus of Pomeroy, Ohio**  
Referred To  
Gay Officers As “Queers”



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***Groin Sniffer***  
*United States Circuit Court Case:*  
*Mendoza v. Borden*  
 or  
 The “Sniffing Case”  
 (You just can’t make this stuff up.)

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***SEVERE***  
***OR***  
***PERVASIVE***

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*Would the*  
***REASONABLE PERSON in the COMMUNITY***  
*be so offended that they*  
***COULDN’T FUNCTION IN THEIR JOB***  
*and*  
***TWO, THREE or FOUR***  
***ISOLATED INCIDENTS ARE NOT ENOUGH.***

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Is  
***THAT***  
 a  
***SAFE***  
***ENVIRONMENT?***

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Can ***WE*** Do  
 Better?

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**Diagnostic Diamond**

**“Hit King” Failed 70% of the time**

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**EMOTIONAL INTELLIGENCE**

*Can You Control Your EGO & EMOTIONS?*

Is It **SAFE**?

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**We Are All Wired The Same ...With TWO BRAINS**

Frontal Lobes

Amygdala

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**HIGH ROAD vs. LOW ROAD**

Frontal Lobes: High Road Logic  
Further from Thalamus  
Loses Blood Supply in “Fight or Flight”

Amygdala: Low Road Emotions  
Closer To Thalamus  
Retains Blood Supply in “Fight or Flight”

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**Low Road : 17,000<sup>th</sup> of a second**

*Stimulus enters the brain and goes to the Thalamus.*

*Stimulus then goes to the Amygdala and down the Vagus Nerve to the Adrenal Glands to stimulate fight or flight.*

*This all happens in 17,000<sup>ths</sup> of a second.*

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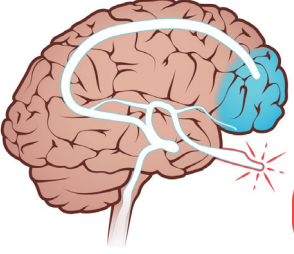
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**Emotional Hi-Jacking**

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**High Road : 2 to 3 Times Slower**



Stimulus is finally sent to the Frontal Lobes.

This takes 2-3 times longer.

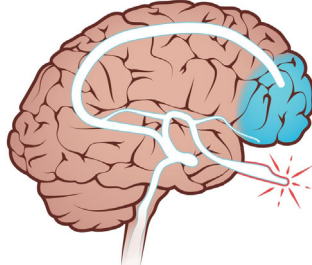
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**EMOTIONAL INTELLIGENCE**

The Difference Between Success and Failure is **5 SECONDS.**

**SLOW DOWN AND THINK!!!**



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When we do not STOP and THINK ...  
We have the mentality of an evil 3 year old child.



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*Is it always illegal to KILL a woman?*



**What Is Offensive?**

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**Hostile Environment**  
*Harris v. Forklift Systems*  
(U.S. Supreme Court 1993)

**“I was just kidding!  
She is  
HYPERSENSITIVE.”**

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THE NATION'S NEWSPAPER

**“Would The Reasonable Person In The Community Be Offended?”**

NO. 1 IN THE USA . . . FIRST IN DAILY READERS

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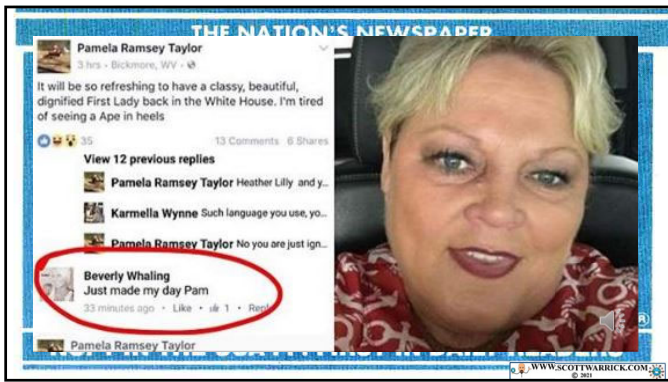
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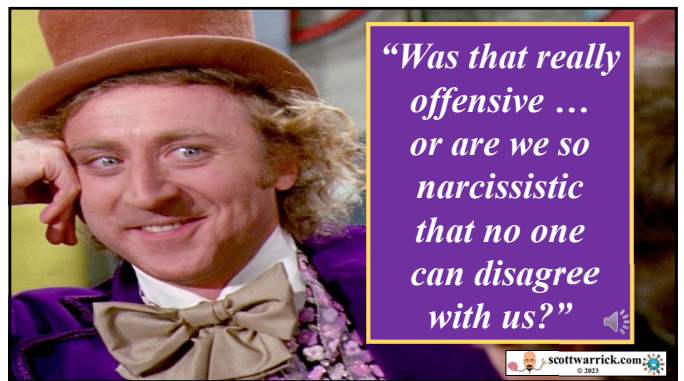
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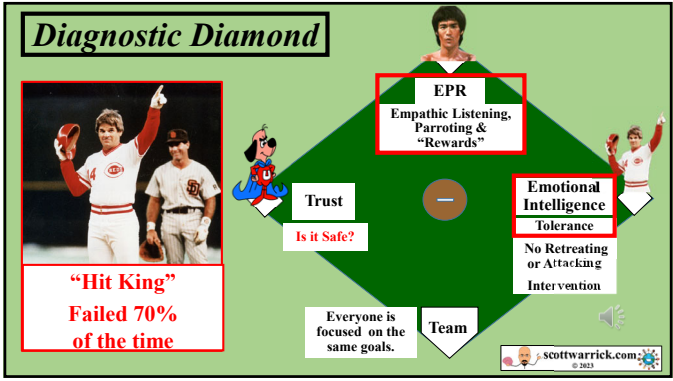
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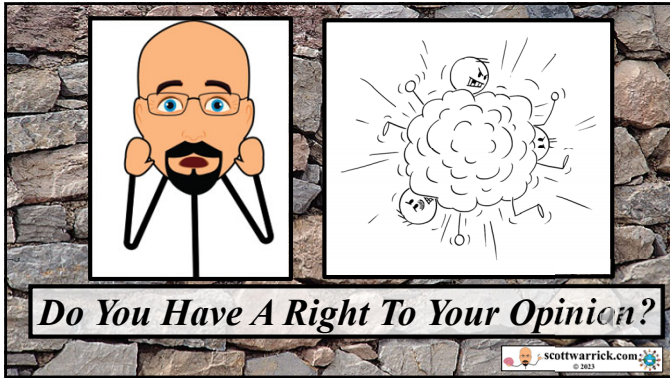


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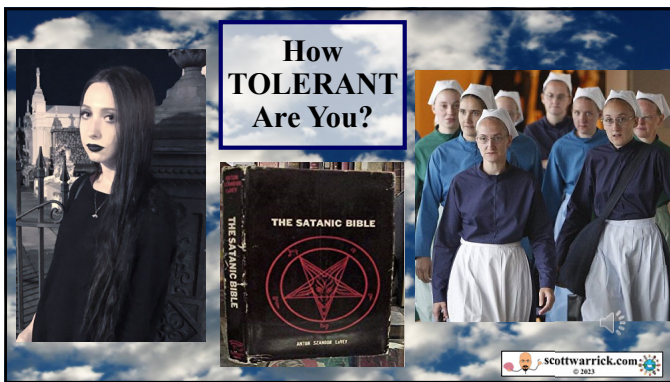




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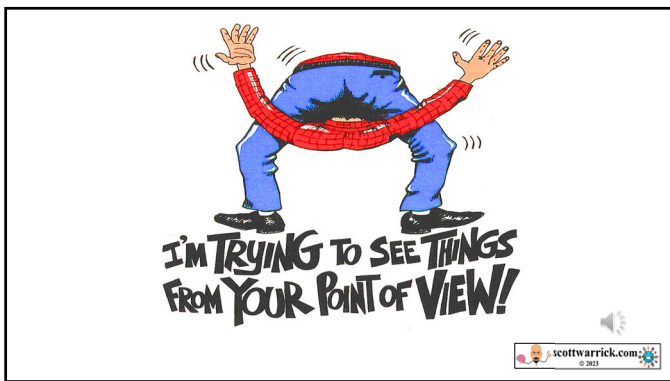
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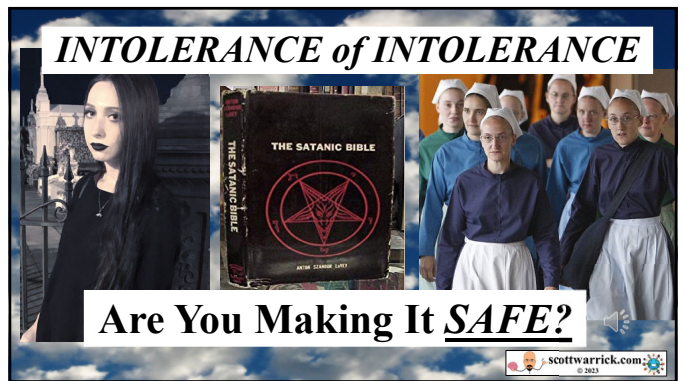
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# What Happens If You Punch Bozo?



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If It Is **UNSAFE**,  
There is no ...  
**TRUST,**  
**RESPECT**  
or  
**ETHICS.**



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### Diagnostic Diamond



**“Hit King” Failed 70% of the time**

**Trust**  
Is it Safe?

**EPR**  
Empathic Listening, Parrotting & “Rewards”

**Emotional Intelligence**  
Tolerance  
No Retreating or Attacking  
Intervention

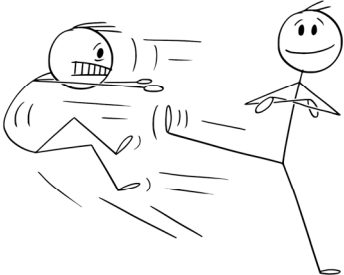
Everyone is focused on the same goals.

**Team**

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### What Is Conflict?



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**Attackers**      **Honest Respectful Communicators**      **Retreaters**

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**Attackers**      **Honest Respectful Communicators**      **Retreaters**

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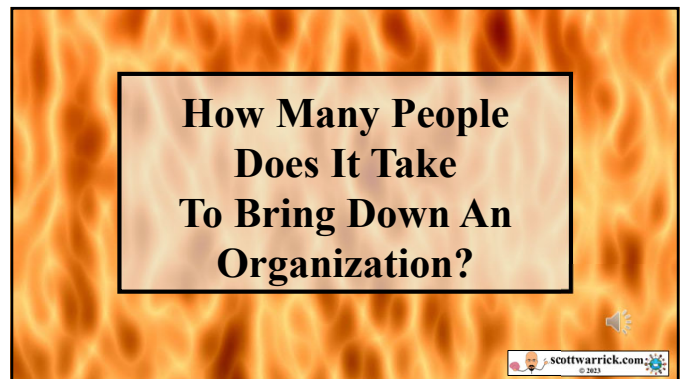
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**Whose Job Is It To Speak Up?**

*Silence Is*  
**BETRAYAL**

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**Maybe ... the weak link in all your relationships is *YOU!***

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***Retaliation***

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**What Kind of Environment Are *YOU* Creating?**

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