

**American Management Association's  
Developing a Culture of Respect:  
How to Cultivate a Harassment-Free Organization  
(2-Day)**

***Learning Objectives***

- Develop a Plan to Address Organizational Health
- Identify Disrespectful Practices and Sexual Harassment in the Workplace
- Identify Subtle Cues That May Indicate Something Is Going On in the Workplace
- Describe Management Responsibilities in Creating a Culture of Respect and Civility
- Administer Policies That Address Core Issues
- Implement Steps to Prevent the Occurrence of Harassment
- Implement Steps to Create a Culture of Respect and Civility

***The Business Case for Eliminating Harassment***

- Describe What the Culture of Harassment Looks Like
- Identify Subtle Cues That May Be an Indication of Harassment in the Workplace
- Identify Disrespectful Practices and Sexual Harassment in the Workplace

***The Continuum: From Harassment to Health***

- Identify Subtle Cues and Signs That Many Indicate Harassment in the Workplace
- Differentiate Among Gossip, Rumors, and Truth
- Explain How Power Structures in the Organization Can Breed Harassment

***Organizational Responsibilities***

- Develop Policies and Plans to Address Core Issues
- Construct Steps to Prevent Occurrences of Harassment

***Management Responsibilities***

- Describe Management Responsibilities in Creating a Culture of Respect and Civility
- Apply Management Responsibilities to Scenarios

### ***Creating a Healthy Culture***

- Describe Management Responsibilities in Creating a Culture of Respect, Civility, and Trust
- Create Steps to Implement a Healthy Culture of Respect, Civility, and Trust
- Identify Unhealthy Practices and Behaviors in the Workplace
- Review Policies and Plans to Address Core Issues

### ***Civility***

- Implement Steps to Create a Healthy Culture of Civility
- Identify Characteristics of Uncivil and Civil Behavior

### ***Developing a Culture of Respect***

- Implement Steps to Create a Healthy Culture of Respect, Civility, and Trust

### ***Building a Climate of Trust***

- Identify the Behaviors Associated with Trust