

# Time to shift the thinking about sexual violence and harassment!



**Time to stop sexual harassment & violence**

**S**



**Stand up**

**H**



**Help support zero tolerance**

**I**



**Intervene safely**

**F**



**Find resources to help**

**T**



**Talk about it**

CONNECT ONLINE **#ITSYOURSHIFT**

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# COURSE OVERVIEW



Module

1

## Make the Shift

*Intended Audience: Both frontline and management workers (45 minutes)*

Introduces why sexual harassment & violence is harmful and why there is a need to shift our thoughts, behaviours, attitudes & responses to maintain a safe and comfortable environment for all employees & customers.

Explains the SHIFT model which will help learners discover ways to address incidents of sexual harassment and violence.

Module

2

## Own the Shift (Recognize)

*Intended Audience: Both frontline and management workers (30 minutes)*

Explores inappropriate, sexually-charged behaviour in the hospitality workplace.

Outlines how to identify if a specific behaviour is inappropriate and how to recognize if the behaviour is unwelcome.

Module

3

## Own the Shift (Respond)

*Intended Audience: Both frontline and management workers (30 minutes)*

Explores how to choose whether or not to intervene and what intervention techniques are most effective.

Explains how conscious and sub-conscious biases influence our decisions and how to overcome common barriers to intervention.

Outlines how to intervene safely and effectively.

Module

4

## Own the Shift (Reduce)

*Intended Audience: Both frontline and management workers (30 minutes)*

Describes what you can do to reduce the likelihood of sexually charged, inappropriate and/or illegal behaviour from happening at work in the first place.

Module

5

## Lead the Shift

*Intended Audience: Management workers (30 minutes)*

Explains the impact on businesses and what employers can do to shift organization cultures to maintain a safe and comfortable environment for employees and customers.

Explores the requirements of the Ontario Human Rights Code, Bill 132, and related legislation.

Provides an action plan for owners/operators to enforce policies and procedures through the SHIFT model.

### YOUR SHIFT KIT

5 Modules

SHIFT job aids

Links to resources & documents

Guidelines for the workplace

