

# Managing Harassment in the Workplace (Online)

Per participant @ \$321.00 (w GST)

## Workshop Outline

Introduction: Protection from Harassment Act 2014 (POHA) and Tripartite Advisory on Managing Workplace Harassment 2015

The role of 2 Ministries – POHA under Ministry of Law & Tripartite Advisory under Ministry of Manpower. The different avenues of appeal.

Harassment to activate resignation – cases referred to TADM/ECT

Management of Workplace Harassment by Employers – Objective of a Harassment Prevention Policy

Employer's Duty of Care *vis-à-vis* Vicarious Liability under Common Law

Understanding the term "harassment" under POHA – Frequency, Intent and Duration.

What is "offending communication" by Law and impact on victims – annoyance, alarm and anxiety

A) Breakout Sessions – identifying and resolve the different types of harassment – race, religion, language, culture, age, status and gender

B) Breakout Sessions: identify "Pushy Boss or Bully Boss"

C) Direct or indirect (covert) Bullying

Coping with workplace harassment – as a victim.

Managing workplace harassment as a Grievance Handler

Sexual harassment – should it be treated differently

Helpful measures that Employers can adopt to minimise workplace harassment

Understanding and managing the perpetrators – acknowledging the limits.

Role Play and bringing Closure

## Who Should Attend?

Executives, supervisors, managers, HR and non HR personnel.

## Methodology

Mix of lectures and case discussions.

## Trainer – Ms Linda Ang

Ms Linda Ang is a Senior IR Consultant in SNEF. She provides human resource management/ industrial relations advice and services to clients.

She has also been conducting courses on HR/IR topics in centre, as well as crafting and presenting customised training programmes based on employers' requests and requirements.

Online registration at

<https://snef.org.sg/training/digitallearning/>

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