

Recognizing Workplace Harassment- Vyond

Scene 1: Welcome

[Unseen Narrator]: Hello! Today let's take a moment to talk about a very sensitive topic workplace harassment. Let's go inside and learn more.

Scene 2: Hello

[Unseen Narrator]: Our work environment is fantastic, but like any other, it's not immune to occasional issues. Meet Tessa, our HR manager.

[Tessa]: Hello! I didn't see you come in but I am glad you're here.

Workplace harassment can take many forms, and it's essential to recognize it quickly when it occurs and take action.

No one should ever have to put up with harassment, but sometimes people do not realize that it is happening because they are not clear on what it is.

Scene 3: Definition

[Tessa]: Let's define it in basic terms first: Workplace harassment is any unwelcome behavior, comments, or actions that create a hostile, intimidating and offensive workplace.

Scene 4: Based On

[Tessa]: It can be based on many factors, including race, gender, age, religion, disability, or sexual orientation.

Scene 5: Victims

[Tessa]: Victims of harassment can be anyone affected by the behavior, not just the person or people directly harassed. The best way to mitigate this is to prevent it in the first place or report it ASAP.

Scene 6: Forms 1.0

[Tessa]: So what can this look like, you may be asking? Have I ever been harassed or seen it happening? Here are some ways harassment can be seen or experienced:

Script by Gerri Tumblin

Unwanted advances, whether physical or verbal.

Scene 7: Forms 2.0

[Tessa]: Offensive jokes, comments, or slurs.

Scene 8: Forms 3.0

[Tessa]: Discriminatory language or insults based on personal characteristics.

Scene 9: Forms 4.0

[Tessa]: Displaying offensive images, posters, or materials.

Scene 10: Recognition

[Tessa]; If we can recognize workplace harassment, we can mitigate it quickly and instill a safer place for everyone. There are a few common signs to pay attention to:

Frequent discomfort or anxiety.

Changes in behavior, such as withdrawal or decreased productivity.

Colleague complaints or concerns.

Scene 11: Reporting

[Tessa]: Although it can be stressful and upsetting in all sorts of ways, if you witness or experience workplace harassment, reporting it is crucial.

Here's how:

Speak to your colleague if you are not the one affected and ask if they are okay.

Talk to a supervisor or manager.

If the issue persists, contact HR or your company's designated harassment reporting channel.

Document incidents with dates, times, locations, and any witnesses.

Scene 12: Conclusion

[Tessa]: Thank you for participating in our training to define and recognize workplace harassment.

Identifying harassment is a vital step in creating a respectful and inclusive work environment so we can foster a culture where individuals feel valued, safe. We want to ensure that everyone has the opportunity to thrive and excel in a workplace that prioritizes dignity and respect. If you have any questions or need assistance, please feel free to contact our HR department.

Scene 13: Final

[Unseen Narrator]: Thank you for your time. Have a good day.