



*Helping Organizations
Take the Next Step*

Sexual Harassment Prevention Training

"The cost of ineffective training can be exorbitant."

San Francisco Chronicle, September 4, 2006

In 1994, the average harassment jury award was \$141,000. Today, it's \$1 million, according to a recent report by the Insurance Coverage Litigation Reporter and Business Wire. In addition, a supervisor may be held personally liable for his or her own acts of harassment. Not only does proper training help reduce an organization's risk, it fosters an atmosphere of trust and safety which can boost morale and productivity.

"An environment where harassment is not acceptable helps to build trust," said Garry Mathiason, a partner in Littler Mendelson, a San Francisco employment law firm. "And the increase in trust means you can keep and attract better employees. You have more productivity, higher profits. The gain is far greater than the cost."

Boost Morale and Reduce Risk

Carrie Hays, a NewLevel Group, LLC Senior Consultant, is an experienced Harassment Prevention Trainer certified in Harassment, Discrimination, and Retaliation training by the employment law firm of Liebert Cassidy & Whitmore, and by the Northern California Human Resources Association. She has conducted numerous harassment prevention workshops for managers and non-managers in an informative, interactive session that fully meets the state legal requirements. Three types of workshops are currently offered:

- "Respecting Others: Understanding and Preventing Harassment in the Workplace" for non managers
- "Preventing Harassment, Discrimination, and Retaliation" for managers (this workshop exceeds AB 1825 requirements)
- A refresher course on harassment prevention for all employees. This workshop is for the organization that has conducted harassment prevention training in the past, but (smartly) wants to reinforce the message.

Each workshop is tailored to the specific industry and includes strategies to create a respectful workplace in which all employees can thrive, a review of the organization's harassment prevention policy and reporting procedures, all workshop materials, a completion certificate, and an acknowledgement form.

Join the list of businesses that have benefited from attending one of Carrie's harassment prevention workshops. Previous clients include:

- Joie de Vivre Hospitality
- Marriott International
- Napa Valley Country Club
- Mayacama Golf Club
- Sonoma Index Tribune
- County of Napa
- County of Tuolumne
- Alta California Regional Center
- North Bay Regional Center
- Eden Housing
- ChildStart, Inc.
- Gaw Van Male Smith Myers & Miroglio, LLP

Reserve Now and Save \$\$

The cost for a three – hour training for up to 15 employees is \$2,500 and can be held on-site at your office or at another convenient location. Schedule a workshop before October 15th, 2006 to be held before January 31, 2007 and save 10% of the standard fee – a \$250 savings.

Contact Carrie Hays at NewLevel Group, LLC at (707) 255-5555 x112 or chays@newlevelgroup.com.

Here's what past workshop participants have said:

"I would definitely recommend this workshop to anyone."

"Carrie is engaging, easy-going and a great facilitator."

"The workshop was lively, made me think, used great examples, and was very informative."

"This workshop gave me the tools I need to create a respectful work environment. It also alerted me to my responsibilities as a manager. It was excellent."