**THE HR PROFESSIONAL**

**Learning Outcome 4: ACTIVITY 7**

**SMALL GROUP ACTIVITY**

**Supporting equality and diversity**

**Aim:**

### The aim of this activity is to consider the concepts of value, respect and harassment in the workplace.

**Objectives:**

* To identify the behaviors which can be considered disrespectful and harassing.
* To determine appropriate actions which can be taken by the HR Professional.

**Task brief:**

Working in two groups you will consider one of the following sets of questions for feedback to the class:

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| **Value and respect** | **Harassment** |
| 1. Give examples of actions which lead others to feel disrespected or not valued at work.
2. What is the difference between disrespect/ not being valued and other forms of contact/interaction between people?
3. What are the consequences of this?
4. What would you do if you felt you a lack of respect was shown to you or you felt devalued? What would you advise others to do if they bought a complaint of this to you?
 | 1. Give examples of which constitutes harassment at work (be specific e.g. what is sexual harassment, etc?)
2. What is the difference between harassment and other forms of contact/interaction between people?
3. What are the consequences of harassment?
4. How would you go about dealing with a case of harassment (as either the individual concerned or as a Supervisor/Manager if this was bought to you?) What considerations would you have?
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**Outcomes:**

You will present your responses and outline an approach you would take.

**Time:** 20 minutes group discussion.