**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:

|  |  |
| --- | --- |
| **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? |

**Outcomes:**

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

**Time:** 20 minutes group discussion.