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Sexual Harassment Awareness: A Free Training Module for Hospitality Venues

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Sexual Harassment Awareness: A Free Training Module for Hospitality Venues

Mary Cook, College of Health and Human Sciences

Corporate social responsibility in a business is designed to embrace and encourage responsibility within consumers, employees, and the community. The hospitality and tourism industry is made up of a wide variety of individuals including both employees and guests. The West Lafayette, Indiana, community consists of all different backgrounds, ethnicities, genders, and ages. It is crucial that businesses in the hospitality industry take their role seriously and work to protect their employees and guests from all forms of harassment. It is important to make sure that employees feel safe and comfortable in the work environment and that every individual has equal rights. Employers' social responsibility should not be taken lightly in a business; employees, management, and guests should be held accountable for every action that they take involving another person in the workplace, including protecting and training them accordingly. Training and making employees aware of divisions of sexual harassment is of the utmost importance. Treating every employee equally and not discriminating against anyone

are part of corporate social responsibility missions that can sometimes be forgotten. By creating informational sessions, exercises, activities, and workshops pertaining to sexual harassment, a business can reinforce the issue of such harmful acts and behaviors that occur in the workplace. Developing or improving a preexisting corporate social responsibility department promotes awareness of these problems and supports individuals who are affected by sexual harassment.

The free training module on sexual harassment I have created will help the community by educating employees and employers about sexual harassment and raising awareness that sexual harassment is a criminal act that will not be tolerated in the workplace. By training and promoting awareness with the YouTube training video I have created, the community, including businesses, nonprofits, and their employees, will benefit by knowing that their employers and coworkers are educated on sexual harassment prevention. This free sexual harassment training module will help create a more positive and thriving environment for not only employees, but also for patrons in all hospitality venues. The free training module is available at <https://www.youtube.com/watch?v=ZHuXxdeEjGs>.