SAFE INSTITUTE Creating safe, respectful workplaces Who we are The SAFE Institute is the professional services branch of SAFE, a nationally-recognized, Central Texas nonprofit that has been working to stop abuse and build healthy environments for over 45 years. The SAFE Institute was created to scale our mission and deploy our expertise into workplaces.

What we do

Put simply - we build safe workplaces.

We partner with organizations like yours to transform work environments and create inclusive cultures. Our premier program, BASE, focuses on sexual harassment prevention, intervention, and response.

Creating respectful organizations builds safe communities.

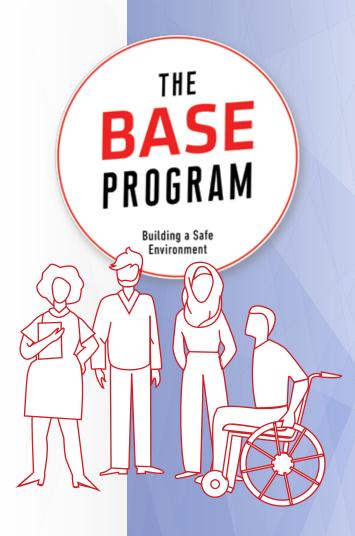
Our customizable BASE packages can include:

- ✓ Interactive trainings
- ✓ Personalized consulting
- ✓ Incident support services

What does BASE cover?

Through our consulting, incident support, and interactive trainings for employees and supervisors, our SAFE coaches dive into:

- · Defining and identifying unlawful sexual harassment
- · Breaking down "gray areas" including flirting and dating in the workplace
- · Intervening on behalf of others
- Responding to disclosure conversations and reporting incidents
- Communicating boundaries and understanding consent
- Navigating power dynamics
- · Ongoing resources and support for future incidents



Why work with us?

Today, sexual harassment is one of the most prevalent and disruptive issues seen in workplaces. By partnering with us, you're committing to create inclusive environments, free of sexual harassment, and to:

- Retain your talent Employees want respect in and out of the office, but they're 26% more likely to quit if they report a low level of respect.
- Increase employee happiness 14% of employees said the one change that would most improve their job satisfaction was more training or learning opportunities.
- **Invest in your culture** A healthy, inclusive culture drives engagement. When employees rate culture poorly, they are 24% more likely to leave.
- Protect your reputation Sexual harassment incidents can destroy a brand's reputation and cost them thousands in damages.
- Inspire productivity Productive employees drive profit.
 Companies that invest \$1,500 on trainings per employee see an average of 24% more profit per year than those who invest less.
- Save lives in your community Your investment in our program *directly* supports survivors of sexual assault, domestic violence, child abuse, and human trafficking.

 Last year alone we served over 6,500 survivors in Central Texas.

Did you know?

Last year, the number of sexual harassment cases filed by the EEOC **doubled** and employers paid over **\$70** million in damages.

*Statistics from TINYPulse, Udemy, CNBC, Survey Monkey - 2018

"SAFE Institute created a great environment for discussing difficult topics, incorporated real-life examples from our workplace, and fostered honest discussion.

We are grateful for our ongoing partnership!"

- Alamo Drafthouse

Trusted by:













Helping organizations build healthy, respectful cultures

Preventing Sexual Harassment in the Workplace

SAFE's Recommendations – Consent in the Workplace



- If the person is able, get verbal consent that aligns with body language.
- If someone says no, don't take it personally. Say okay & move on.
- Platinum Rule: Treat others as they would like to be treated.
- If you make a mistake & cross a boundary-- apologize & don't repeat.



"individuals who experienced harassment never even talked with a supervisor, manager, or union representative about the harassing conduct"



Why Are We Afraid to Speak Up?

Fear of...

- Disbelief
- Inaction
- Blame
- Social retaliation
- Professional retaliation

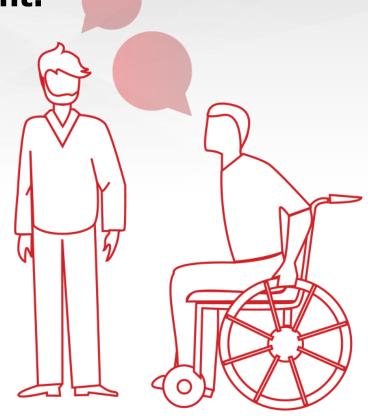
(Key findings of the Select Task Force on the Study of Harassment in the Workplace. 2017 National Sexual Violence Resource Center)



What To Do If...

You think YOU are experiencing harassment:

- Say NO (if you are able & feel safe) and be specific about the behavior
- Document
- Talk to allies & potential witnesses
- Report
- Know your rights
- Get support





What To Do If...



Someone discloses harassment to you:

- Start with empathy & belief
- Assess safety
- Explore resources & options
- Ask the person what they would like to see happen
- Take notes & report to your supervisor or member of management. Know your policy & procedures!
- Get support



The 4 D's of Being an Upstander

DIRECT DISTRACT DELEGATE DELAY



Take-aways

- 1. Create a Culture of Consent
- 2. Respond with Empathy
- 3. Be an Upstander





Resources











Talk to Spot APP (free) – **app.talktospot.com** anonymously document & report workplace harassment

Check Your Workplace - checkyourworkplace.com Strategies and tools to drive change in your workplace

Equal Rights Advocates – equalrights.org **Sexual Harassment in the Workplace Toolkit**

TWC Civil Rights Division – file a sex discrimination complaint https://www.twc.texas.gov/jobseekers/sex-discrimination

Equal Employment Opportunity Commission eeoc.gov / 800.669.4000



THANKYOU

for joining SAFE in building safer, healthier, and more respectful workspaces for all!

SAFE INSTITUTE

www.safeinstitute.org safeinstitute@safeaustin.org



National Sexual Assault Hotline rainn.org 800.656.HOPE (4673)