

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.

Creating respectful organizations builds safe communities.



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.

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:



Visit safeinstitute.org to contact our team today!

BASE TRAINING

Building a SAFE |
Environment

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.**

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)



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

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.talktopot.com
anonymously document & report workplace harassment



Check
Your
Workplace

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

THANK YOU

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

SAFE | INSTITUTE

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RAINN
Leading the National Effort to End Sexual Violence

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