



Harmony Project – Sexual Violence Prevention and Response

YWCA Banff
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www.harmonyproject.ca

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the Government of Alberta



What Training Is Available

The Harmony Projects offers training for managers, supervisors and staff. Custom workshops tailored specifically to your workplace setting can also be developed by our Facilitators.

Training for Managers/Supervisors

Leading Cultures of Consent is an in-person session designed for management teams. It focuses on the ways managers and supervisors can:

- Support employees who have been impacted by sexualized violence.
- Respond to incidents of sexualized violence.
- Create a safe and supportive workplace.
- Meet legal requirements regarding discrimination and harassment

This presentation is a pre-requisite for the Creating Cultures of Consent training and prepares management teams to support their staff following the Creating Cultures of Consent workshop.

Training for Staff

Creating Cultures of Consent, offered in either an online module or in-person format, focuses on cultivating healthy and safe workplace environments, free from sexualized violence. This presentation includes information on sexualized violence, consent and the issues surrounding workplace sexual harassment. Presentation topics include: How to shift workplace culture, options for and ways to support anyone who has experienced workplace sexual harassment.

Contact Us Today

Contact us to discuss the program that that will best suit your business/organization and resource investment.

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bow valley
harmony
project



Workplace Sexual Harassment Training

Creating Cultures of Consent

The Harmony Project brings community service providers together to help put an end to sexualized assault and harassment



Who We Are



The Bow Valley Harmony Project is a collaborative,

community response plan that strives to prevent, address and respond to sexualized harassment, assault and violence in Bow Valley.

We work to:

- Educate workplaces and the community on the realities of sexualized violence.
- Shift pervasive societal norms that allow it to occur.
- Change how we perceive and respond to this crime.

Together, we can create a safe Bow Valley.

How We Help Bow Valley Workplaces

The Harmony Project offers training and supports to help businesses promote a culture of consent, reduce instances of workplace harassment, and respond appropriately if a complaint is made. By taking proactive measures, companies can help mitigate the legal and financial impacts their organizations may face and ultimately help ensure a safe work environment for all.

1. Post-Complaint Supports

If a complaint of sexualized harassment or assault has been made in your workplace, our specialized Sexual Violence Response staff will:

- Provide emotional support, referrals and assistance navigating the legal, medical and therapeutic systems.
- Help supervisors learn the appropriate ways to support the victim.
- Consult with leadership regarding legal requirements and appropriate responses to complaints.

2. Policy Development

The Harmony Project can assist workplaces in developing new or existing policies on sexualized violence to ensure legal compliance and to support a healthy, productive and safe work environment for all.

3. Professional Training for Workplaces

Workplace Training is run by a professional facilitator with specialized knowledge of workplace sexualized violence. It includes a detailed training curriculum, comprehensive materials and follow-up consultation based on specific needs.



How Workplaces Benefit

In addition to a safer and more socially conscious workplace, organizations that commit to comprehensive sexualized violence prevention and response policies tend to experience:

- Increased productivity.
- Higher retention of staff.
- Decreased cost in staff on-boarding and recruitment.
- Higher rates of workplace satisfaction amongst staff.
- Risk Management benefits, such as decreased vulnerability to lawsuits.
- Reputational benefits such as being seen as a leader in healthy workplaces.
- A shared understanding in all departments enhancing worker safety.
- Decreased union grievances.¹

¹https://www.albertahumanrights.ab.ca/employment/employer_info/benefits_of_discrimination-free_workplace/Pages/benefits_of_discrimination-free_workplace.aspx

