



# SEXUAL HARASSMENT PREVENTION

## Policy, Training and Resources for the Construction, Transportation and Manufacturing Sector

### National Center for Women's Equity in Apprenticeship and Employment

Maintaining workplaces, apprenticeship training, and union activities free from harassment, intimidation, and retaliation is critical to a safe and productive workforce. This is especially important for including and retaining diverse workers that have been traditionally under-represented in an industry sector or occupation. Research has shown that women working in traditionally male-dominated occupations face discrimination and experience high rates of sexual harassment and gender bias on the job. To ensure **harassment-free, healthy and respectful workplaces** for all workers, employers should have clear harassment prevention policies in place, provide comprehensive anti-harassment training including bystander intervention, establish clear complaint processes, and train managers on how to handle complaints.

**The National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades (CWIT)** provides guidance, training and practical support for how to increase the number of women entering and being retained in male-dominated occupations in the construction, manufacturing and transportation sector. This includes Sexual Harassment Prevention training and policy support to registered apprenticeship programs, employers, unions and other industry stakeholders. All of our resources and trainings can be customized to serve distinct categories of workers and supervisory personnel. In addition to anti-harassment training and guidance, we offer on-line resources and customized technical assistance and training for:

- Increasing the number of women in the nontraditional apprenticeship and employment workforce pipeline
- Preparing skilled, qualified and ready women to meet industry demand
- Meeting updated Apprenticeship EEO (29 CFR 30) regs
- Attaining recruitment, retention, advancement goals for women



