

## WSI TRAINING MENU

Training Title	Options	Certifying/ Credentialing Body	Who's Trained	Brief Description
Active Bystander	<ul style="list-style-type: none"> <li>•2 hrs</li> <li>•1 hr</li> </ul>		Bruce, Meg, Julie	This training educates participants about the 5 Ds of active bystander intervention through a series of interactive lessons. Creating a culture of active bystander intervention significantly reduces the risk of violence in the workplace.
Adverse Childhood Experiences (ACES)	<ul style="list-style-type: none"> <li>•2 hrs</li> <li>•1 hr</li> <li>•20 min</li> <li>•Faith-based</li> </ul>	Crawford Co. Human Services	Bruce, Meg, Rose, Shayna	This training raises awareness regarding the prevalence of individual and community-based trauma and its impact on the health and well-being of individuals and our communities. The training teaches participants the 6 trauma informed values and how to support individuals who have ACES.
Beyond Political Correctness: Genders and Sexuality	<ul style="list-style-type: none"> <li>•1 hr</li> </ul>		Shayna	Learn how to create an inclusive workplace/community that fosters open communication and moves beyond PC behavior to open-hearted behavior.
Healthy Relationship Boundaries for Persons with Intellectual and Developmental Disabilities	<ul style="list-style-type: none"> <li>•4 (1 hr) session – adaptable time frame</li> </ul>	Social Signals	Connie	The <i>Mike's Crush</i> curriculum, from Social Signals uses research-based teaching strategies to help people who have Intellectual disabilities or autism learn how to establish healthy and safe relationships with their peers, including friendship and romantic relationships.
Mandated Reporter Training	<ul style="list-style-type: none"> <li>•3 hrs (New)</li> <li>•2 hrs (Refresher)</li> </ul>	PCAR	Connie, Mady, Shayna, Vicki	This training meets state standards for mandated reporting requirements and all participants receive credit and a certification of completion.
Microaggressions & Trauma-Informed Care: Lessons for Leaders	<ul style="list-style-type: none"> <li>•1 hr</li> </ul>		Shayna	This training delves deeply into the impact of micro-aggressions on minority communities and asks participants to examine their own implicit bias and how it can create trauma for those we work with and those we serve.

Nonprofit Leadership or Transition Consulting	•As requested		Bruce	Bruce has consulted with a variety of nonprofit agencies regarding leadership selection, policy implementation, organization skills,
Parents in the Know	•4 (2 hr.) interactive sessions	PCAR	Connie, Mady, Shayna, Tiffany	It is adults' responsibility to keep children safe. <i>Parents in the Know</i> helps parents, guardians, grandparents, and other adult community members build, practice and strengthen skills to prevent child sexual abuse". Take this interactive skill building workshop to help build a safe and healthy world for children. <a href="http://www.pcar.org/parents-know">http://www.pcar.org/parents-know</a>
QPR Suicide Training	•1 hr	Crawford Co. Human Services	Rose	Question, Persuade, and Refer is a three step process that can help save lives.
Respect at Work: Sexual Harassment Training	•2 hr All Staff •1 hr Leadership Staff •Optional: 4 hr Policy Revision & Consultation	PCAR	Mady, Shayna	Sexual harassment can cause severe psychological and physical distress, both for victims and for bystanders. Preventing sexual harassment in the workplace can increase productivity. However, much research proves that discussing what behaviors to avoid through sexual harassment trainings actually can cause an increase in those negative behaviors. For this reason, PCAR has developed this training to address sexual harassment as a continuum and provide activities that focus on how to create a workplace culture of equality and respect through active bystander intervention. When employees see their workplace as fair and just, organizational commitment increases, turnover decreases, and the cost of addressing sexual harassment incidents is mitigated.

MRT

Costs: **75 or more: \$120/hr. Fewer than 75 participants: \$90/hr.**

Notes: They may try to put as many people in a session as possible, and we should try to avoid that..... We had originally come up with this cost structure for that reason. Also, if I remember correctly, we made this decision AFTER doing several HUGE trainings that were difficult to manage and discussing that districts may try to put all their staff in one training to minimize costs. If you get a disruptive person, this can be a nightmare. Teachers can be difficult to teach.

In 2016 Head Start was given a 20% discount. So instead of \$324 for 3hour training, it will be \$260. And instead of \$108, it's \$86.40/hour

IN 2017 Titusville School District – I told them \$86.00/hr. They had over 75 participants, but split them into smaller groups

## Respect at Work

### Training Overview

1. All Employee Training (2 hrs) – **“Preventing Sexual Harassment at Work: Creating a Culture of Respect & Equality”**  
Prior to this training, we ask all staff take the *Workplace Climate Survey*. Participation is voluntary, but provides the organizational leaders and trainers with potential areas of focus and can highlight issues of concern.  
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2. Leadership/Supervisor Training (1 hr) – **“Preventing Sexual Harassment at Work: Leading a Culture of Respect & Equality”**  
Organizational department heads, supervisors, and other leaders will have the opportunity to discuss their unique responsibilities for creating a workplace culture of respect during this 1 hour training. Building off of the 2 hour training, leaders will revisit how their role is to take proactive steps to create and sustain safety for their employees. Research indicates that preventing workplace sexual harassment requires more than liability-focused employee trainings, and leaders can set the tone for their teams, departments, and organization. Leaders will have the opportunity through a variety of activities to think critically about weak spots in their management styles and practice addressing sexual harassment incidents head on.

3. **Sexual Harassment Policy Review** (2hrs+) (With H.R. or other relevant departments)

We focus our reviews on 15 different dimensions of workplace harassment policies to strengthen your organizational culture through policy and procedure development. For each dimension, we assess the level of consistency between your policy and current EEOC policy recommendations using a star rating and providing feedback on how changes could be made in regards to EEOC recommendations. By reviewing and updating your company's harassment policy, you change the potential problems of harm into an opportunity to create and sustain a culture of safety, equality, and respect in your workplace and beyond. All reviews will be based on recommendations set forth by the EEOC and informed by the Pennsylvania Coalition Against Rape's knowledge of best practices for preventing and responding to sexual harassment and abuse. It is not intended as legal advice, and we encourage you to consult with an attorney regarding specific details or questions related to legal compliance.

Provisions

Two certified PCAR-trained trainers will facilitate all trainings. All participant handouts will be copied and brought by presenters, with the exception of the Power Point. We ask that if organizations would like their staff to have copies of the Power Point, they print them with note lines in house.

Due to the nature of the topic and the activities structure, we cannot accommodate more than 45 participants in a single session.

Cost

What we normally charge to schools and businesses is listed below. However, for nonprofits, we ask that the organization make a one-time donation to WSI based on what they are able to afford. Some organizations opt to pay the full cost, while others can only donate a portion.

2 Hour Training (all staff)	\$450 (\$15/per additional person past 45)
1 Hour Training (leadership)	\$275 (\$15/per additional person past 45)
Policy Review/Recommendations	\$75/hr (First 2 hours. Additional \$45/hr)

☆ *Audience Caps: 45 people (2 Trainers)*