

Building Consent in the Workplace

The B.R.A.V.E. Model
& Consent



Presented By:



**NATIONAL
SPEAKERS
BUREAU**

Featured Speaker



Farrah Khan

*Consent Culture
Educator and Activist*

Overview

As a nationally recognized policy advisor and justice advocate, Farrah has spent two decades working to raise awareness around issues of sexual violence, harassment and gender justice. Farrah's work as a member of the G7 Gender Equality Advisory Council allowed her to address the heads of the G7 countries where she explained that a sustainable and healthy world economy requires gender equality.

Farrah's innovative research, sense of humour, and pop culture references create engaging dialogues that address the realities of gender-based violence. She regularly helps organizations recognize and address the need for gender equality, consent culture, bystander intervention, trauma and disclosures.

Featured Presentation

Business & HR | Building Consent Culture in the Workplace

Drawing from two decades of experience as an educator, counsellor and policy advisor, Farrah Khan will share tangible ways to be an effective ally to prevent and address harm. This keynote and/or interactive workshop is an opportunity to talk about sexual harassment and how the changes to the Occupational Health and Safety Act impact employees. Using everyday scenarios and pop culture references, participants will explore how to connect with their peers, "call in" individuals, and support survivors. Participants will leave equipped with meaningful skills to recognize the signs of workplace violence and harassment, respond effectively to disclosure and how to refer to appropriate resources.

[> Learn More About Farrah <](#)



CONSENT

RESPECTING PEOPLE'S BOUNDARIES

“The hostility created by harassment causes absenteeism, low morale, gossip, animosity, stress, and anxiety among staff. Low productivity is more common in environments with high rates of sexual harassment.”

- 360Training.com

Consent In The Workplace: Let's Create a Community Of Care

It's important for organizations to acknowledge that conversations around sexual harassment need to be addressed. Employees, supervisors, and management need to know the policies and procedures in place to prevent harm in the workplace as well as the range of activities that can be considered harassment. It is critical and now mandated by legislation for organizations to have policies around reporting, investigating and dealing with sexual harassment in the workplace. These laws are part of the government's acknowledgement that harassment of any kind is a safety risk to employees.

What Is Sexual Harassment?

Sexual harassment is more than just unwanted physical touch.

It can be a variety of actions or reactions with a common denominator - not respecting other people's boundaries. How do you recognize the signs of workplace violence and harassment?

Some examples Farrah commonly discusses are:

- Inappropriate emails, social media posts or any kind of communication containing images that are inappropriate in a professional environment.
- Leering
- Spreading rumours about a person's sexual history
- Intrusive questions or comments about a person's romantic or sexual life
- Unwanted flirting
- Unwanted physical contact (this can include hugs)

According to Farrah:

"The thing about sexual violence is, it is about coming to terms with the fact that we all cause harm, and we all have been harmed. So, how do we heal as a community? ...how are we going to support each other? Those are the hard conversations."

How do we as individuals avoid causing harm? How do organizations create environments that recognize and address the needs around sexual harassment?

Build a culture of consent in your workplace.



PRACTICING CONSENT

Conversations around sexual harassment are difficult and at times it feels like it's safer to hide in our cubicles, but practicing consent is very simple. The truth is, we already practice consent in our daily lives.



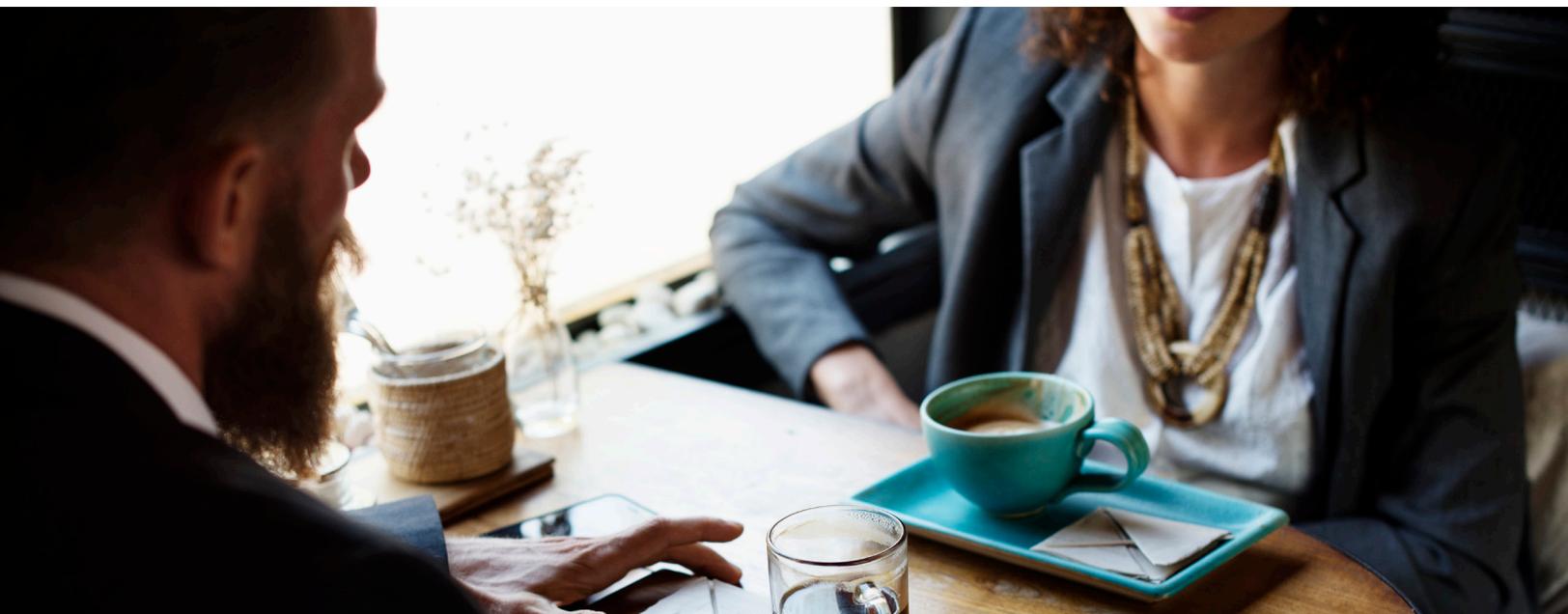
HOW DO I PRACTICE CONSENT?

Navigating consent is a simple practice that we already do daily. Here is what consent looks like to Farrah:

1. **ASK:** “Do you want to hang out later?” or “Would you want to grab a drink after work?” It’s important to ask someone these types of questions to avoid harmful assumptions.
2. **LISTEN** to their response – was their answer clear and understandable? If you’re not sure – clarify.
3. **RESPECT** their decision.

That’s it. It’s that simple.

The B.R.A.V.E. Model



WHAT DO I DO IF SOMEONE TELLS ME THEY'VE BEEN HARASSED?

You don't have to be an expert, you don't have to have all the information – you just need to be B.R.A.V.E.

B – Begin by listening

Listen to the person who is speaking. Ensure they feel safe and know you're going to listen to what's happened to them without judgement.

R – Respect confidentiality

Make clear that anyone you share this sensitive information with are in the need to know – upper management and possibly those who are conducting the investigation.

A – Ask what support looks like for them

Support looks different for everyone. Ensure people feel safe to tell you what they need and they have a range of options, not just one.

V – Validate

Ensure the person feels validated and safe so they can share their experiences in order for you to get them the help they need.

E – Empathy

Prioritize empathy towards their experience and the resulting effects of those experiences while listening to and following up on a disclosure.



These insights are brought to you by:

FARRAH KHAN

Consent Culture

Educator and Activist

Farrah regularly provides an interactive workshop addressing the changes to the Occupational Health and Safety Act for employers and employees. With her signature compassionate and accessible speaking style, Farrah leads groups of all sizes through an engaging workshop, using pop culture references and examples from the animal kingdom.

Want to learn how Farrah's presentations can create a community of care within your organization to reduce harm in your workplace?

REQUEST MORE INFO ON FARRAH



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