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**Education Framework Example**

## Below is a simple example of a workplace sexual harassment education framework.

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| Programs - list the various training programs that you will develop or enhance | | | | | | | | | | | | | |
| Onboarding – Core Training Module – Leader Training – Specialist Training – EMT\* Education – Board Education – Micro learning campaign | | | | | | | | | | | | | |
| Audience - list the audiences your training will provide for | | | | | | | | | | | | | |
| New starters – All employees – Customer/client facing roles – People leaders – Specialists – EMT\* – Board | | | | | | | | | | | | | |
| Delivery - list the methods of training you will include in your program | | | | | | | | | | | | | |
| Formal | | | Informal | | | | | | | | | | |
| Micro Learning | | | | | | Social Learning | | | | |
| Facilitated – in person/virtual  Safe spaces (gender specific) | | | Incorporate into ‘CEO talk’  Posters  Videos  Chatbots  Computer games | | | | | | Scheduled leader/team conversations  Coaching/ Counselling  Leader behaviour | | | | |
| Tools - list the tools and resources your training program will require | | | | | | | | | | | | | |
| Collaboration  Classroom/ Virtual  Networking  Social media platforms | | Documented processes  Guides and checklists  Knowledge management platforms | | | Learning management system (LMS)  Content development applications | | Multi-media  Digital devices  Virtual classrooms  Online games | | | Visual resources  Animations  Guided story telling  Case studies  Written materials | | Competency matrix  Assessment tool  Evaluation tool  Reporting tool | |
| Culture- how organisational culture supports your training program | | | | | | | | | | | | | |
| Supporting holistic prevention and response strategy | Innovation: new ways of thinking and acting | | | Development through consultation | | Employee Engagement | | Opportunities for employee/ feedback and review | | | Continuous  Improvement | | Management Teams support |