****

**Education Framework Example**

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

|  |
| --- |
| 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/virtualSafe spaces (gender specific) | Incorporate into ‘CEO talk’PostersVideosChatbotsComputer games | Scheduled leader/team conversationsCoaching/ CounsellingLeader behaviour |
| Tools - list the tools and resources your training program will require |
| CollaborationClassroom/ VirtualNetworkingSocial media platforms | Documented processesGuides and checklistsKnowledge management platforms | Learning management system (LMS)Content development applications | Multi-mediaDigital devicesVirtual classroomsOnline games | Visual resourcesAnimationsGuided story tellingCase studiesWritten materials | Competency matrixAssessment toolEvaluation toolReporting 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 | ContinuousImprovement | Management Teams support  |