



The Chicago School of Professional Psychology

Presents:

## **Sexual Harassment Prevention Training for Mental Health Professionals**

**Program offers 1.5 APA CEs for Psychologists and 1.5 BBS California CEs for Certified Counselors**

### **Workshop Description:**

As mental health professionals, you understand far better than most people do about the effects that harassment can have on individuals. In the aftermath of the Weinstein scandal, various states are requiring mandatory sexual harassment prevention training for licensed mental health professionals as well as for employers, regardless of size. Harassment of any kind, including sexual harassment, is illegal regardless of where you are working. You need to be able to define harassment, recognize it, take steps to prevent it, ensure that your employees understand how to report it, and your responsibilities to investigate and remediate. This program will provide instruction on all this and more, mirroring the requirements of Illinois law (the more specific requirements relating to the workplace and the not so specific requirement relating to licensed mental health professionals).

Following the program's conclusions, participants will receive a copy of the slide materials which were presented, along with a checklist of items that must be included in a sexual harassment prevention policy, and in a training program, to pass muster in Illinois. A sample policy will also be provided.

### **Learning Objectives:**

After attending this intermediate-level workshop, participants will be able to:

- (1) Explain the different power dynamics that exist in the workplace with respect to sexual harassment.
- (2) Design a sexual harassment policy compliant with Illinois and federal law.
- (3) Analyze the effects of sexual harassment in the workplace on the target of the harassment and on the workplace itself.
- (4) Identify possible retaliatory conduct.
- (5) Assess the manner in which they best can intervene when observing sexually harassing conduct.

**Professional Bio of Presenter Alisa B. Arnoff, Scalabrino & Arnoff, LLP, attorney licensed to practice law in Illinois since 1988. Has been working with TCS since 2000.**

A Chicago native, Alisa Arnoff is a founding member of the Chicago law firm of Scalabrino & Arnoff, LLP, which will celebrate its 28th anniversary this year. She has been working with TCS for twenty years. Alisa concentrates her practice in the areas of employment and labor law, representing privately and publicly held companies throughout the country. She also provides preventative counseling in avoiding and handling employee disputes. A big part of her practice is consulting with clients concerning everyday workplace problems, such as recruitment and selection, employee morale, absenteeism, productivity and separation from employment. She provides personnel training on matters such as harassment, documentation, and how to effectively hire and discharge employees. Currently she is providing training to many of her clients regarding sexual harassment prevention, as required by a recent Illinois law. Her litigation practice entails representation in employment discrimination, harassment, retaliation, breach of contract and wrongful discharge disputes, wage and unemployment security and wage-hour proceedings, among other matters. Other law firms regularly retain Alisa to conduct workplace-related investigations. Alisa also represents private schools with respect to student discipline and academic matters.

She was elected to the College of Labor & Employment Lawyers in 2010. She was the first woman to be appointed as the Editor in Chief of the Illinois Bar Journal. She speaks regularly on topics of labor and employment law throughout the country, and has been repeatedly recognized by Super Lawyers as one of the top labor and employment lawyers, as well as one of the top female lawyers, in Illinois.

### **Program Standards and Goals**

This program meets APA's continuing education Standard 1.2: Program content focuses on ethical, legal, statutory or regulatory policies, guidelines, and standards that impact psychological practice, education, or research. T

his program meets APA's continuing education Goal 1: Program is relevant to psychological practice, education, and/or science.

### **Registration and Fees:**

General Admission: \$25

TCSPP Faculty, Staff, & Alumni Admission: \$15

TCSPP Current Site Supervisor & Community Partner Admission: \$15

TCSPP Student Admission: Free

Non-TCSPP Student Admission: Free

### **References:**

Illinois Department of Human Rights Training Institute (2020, June). FAQ for Sexual Harassment Prevention Training. Retrieved from <https://www2.illinois.gov/dhr/Pages/default.aspx>

Feldblum, C. and Lipnic, V. (2016, June). Select Task Force on the Study of Harassment in the Workplace. Retrieved from <https://www.eeoc.gov/>.

20 ILCS 2105-15.5 (effective January 1, 2020). Department of Professional Regulation. Retrieved from <http://ilga.gov/legislation/fulltext.asp?DocName=&SessionId=91&GA=100&DocTypeId=HB&DocNum=4953&GAID>

## CONTINUING EDUCATION:

*Target Audience: Psychologists, undergraduate and graduate psychology students, Faculty and Staff, Counselors*

**Psychologists (All attendees).** This program, when attended in its entirety, is available for 1.5 continuing education credits. The Chicago School of Professional Psychology is committed to accessibility and non-discrimination in its continuing education activities. The Chicago School of Professional Psychology is also committed to conducting all activities in conformity with the American Psychological Association's Ethical Principles for Psychologists. Participants are asked to be aware of the need for privacy and confidentiality throughout the program. If program content becomes stressful, participants are encouraged to process these feelings during discussion periods. If participants have special needs, we will attempt to accommodate them. Please address questions, concerns and any complaints to Danielle Bohrer at 312-467-2364. There is no commercial support for this program nor are there any relationships between the CE Sponsor, presenting organization, presenter, program content, research, grants, or other funding that could reasonably be construed as conflicts of interest.

**MFTs, LPCCs, and LCSWs.** Course meets the qualifications for 1.5 hour of continuing education credit for MFTs, LPCCs, and/or LCSWs as required by the California Board of Behavioral Sciences. If you are licensed outside of California please check with your local licensing agency to determine if they will accept these CEUs. The Chicago School of Professional Psychology is approved by the California Board of Behavioral Sciences (BBS) to offer continuing education programming for MFTs, LPCCs, LEPs, and/or LCSWs. The Chicago School of Professional Psychology is an accredited or approved postsecondary institution that meets the requirements set forth in Sections 4980.54(f)(1), 4989.34, 4996.22(d)(1), or 4999.76(d) of the Code.

**Other Non Psychologists.** Most licensing boards accept Continuing Education Credits sponsored by the American Psychological Association but non-psychologists are recommended to consult with their specific state-licensing board to ensure that APA-sponsored CE is acceptable.

***\*Participants must attend 100% of the program in order to obtain a Certificate of Attendance.***



The Chicago School of Professional Psychology is approved by the American Psychological Association to sponsor continuing education for psychologists. The Chicago School of Professional Psychology maintains responsibility for this program and its content.