

Subcommittee Recommendation Form

Subcommittee Name: Workplace Culture Strategies

Subcommittee Mission:

Seek to identify and understand the characteristics that contribute to the culture of harassment in the workplace and develop strategies to change the workplace culture.

Resources Used:

See attached

Top 3 Recommendations:

- 1. Awareness Training:** A yearly anti- sexual harassment training must be completed by all members of the MGA. Lack of training for supervisors and managers as to what constitutes impermissible behavior.
- 2. Employee Awareness –** Staff must know where they can go to file a complaint and they must feel protected from retaliation and from losing their job. The workplace must have an environment that does not tolerate or perpetuate the harassment. Encourage Reporting, from all levels, including even encouraging higher reporting rates as a symptom that sexual harassment will not be swept under the rug. Similarly, the reporting should be understood to be welcome, and will not automatically lead to dire consequences for the alleged harasser.
- 3. Alcohol Policies –** Review the current regulations on intoxication within the MGA buildings.