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## For Immediate Release

### Harassment: A Bystander's Guide to Action

Who: Cindy Chapman, representing Work4Accord  
What: Workplace harassment training for Bystanders  
When: **NOW! ...booking organizations/employers**  
Where: Online at [illumeo.com](https://illumeo.com) <https://tinyurl.com/ydevr6sc>  
FREE to the Public, Saturday, May 5<sup>th</sup>, Jacksonville, Florida with Cindy <https://tinyurl.com/y9uudhs4>



#### Info on the Training:

#MeToo has fixed a spotlight on workplace sexual harassment; and with good reason. According to statistics published by EEOC and industry experts, it is now believed that as many as 85% of women have experienced sexual harassment in the work place. BUT—there are so many more types of harassment: racism, ageism, and bullying are gaining attention, too.

What can ordinary people, like you and me, *DO* about it? The short answer is, *a lot*. Moreover, early intervention has a great chance at success, before the harassment escalates to a point where you will need professional help.

The easy early way, or the later difficult road, Work4Accord can help.

**Bystanders** are in a unique position to be highly effective at restoring workplace respect. However, ([according to Psychology Today](#)) there are generally two reasons why Bystanders don't get involved (1) Bystander is not sure harassment has happened—maybe the offender is just teasing (2) Bystander is not sure what to do—what action to take.

There is also a third reason, often referred to as the Bystander Effect. We discuss all these in our training.

**Training for Action** We have been trained on how to respond for many stressful life situations.

- Stop-Drop-N-Roll
- Heimlich
- Exit Drills In The Home

Given the statistical evidence, we all need to know how to respond when faced with harassment. Work4Accord offers that training, you decide what option is best for you:

1. Online, self-paced training hosted by [illumeo.com](https://illumeo.com) ([A 2018 top 10 LMS](#))
2. At scheduled public appearances, like SQL Saturday – see our calendar on [Work4Accord.com](https://work4accord.com)
3. Contact Work4Accord to schedule an event 717-473-7732

*#MeToo has created a climate that is rife for knowledge of how to handle workplace harassment.*

*When it's too much for Bystanders, Work4Accord offers professional mediation services.*

*Under Social Cognition Theory we know offenders aren't really bad people, they just had a bad role model.*

*Engaging; there are activities, videos and many opportunities to apply learning*

*Being selected to present at an IT technical conference (SQL Saturday) underscores the wide demand for harassment training.*

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Scan this 3D barcode to link directly to our course on illumeo



Illumeo features a bio of Work4Accord with Becky and Cindy



**Becky Stauffer and Cindy Chapman**  
*MPA, SPHR, SCP and ISD, CT, BA*  
*Work4Accord*



**illumeo**



**Instructor Courses**



**Becky Stauffer and Cindy Chapman, MPA, SPHR, SCP and ISD, CT, BA**  
Becky is the founder of Work4Accord. SHRM awarded Becky HR Professional of the Year in 2010. Today, her mission is to empower individuals to restore workplace accord. Cindy is an experienced instructional designer who has presented in 54 countries.

This instructor has 1 courses »

**Harassment| A Bystander's Guide to Action and Restoring Workplace Respect**

**Work4Accord** offers a host of services including mediation, coaching, training and keynote speaker.

**Becky Stauffer MPA, SPHR, SCP**

Becky is the founder of Work4Accord. It is her personal mission to empower individuals with tools to transcend conflict, build rapport and restore accord in the workplace. Becky brings two decades of experience in HR; guiding organizations and employees to navigate conflict. SHRM awarded Becky HR Professional of the Year in 2010 and she has gone on to speak, nationally, for several organizations on a variety of HR related issues.

**Cindy Chapman ISD, CT, BA**

Cindy is the training consultant at Work4Accord. She is educated and practiced with adult learning theory and instructional design methodologies, including the ADDIE model and rapid prototyping. She has presented to audiences in 54 countries as large as 4,000. Her professional career in IT was focused primarily on end user experience and executive operations oversight.