

Preventing discrimination in career management



RH-67 1 Days (7 Hours)

Description

Preventing discrimination has become a strategic necessity for contemporary businesses. This training will provide you with insight into the legal concept of discrimination and its methods of prevention at the different levels where it can occur: recruitment, mobility, promotions, etc.

Who is this training for ?

For whom

HR managers, HR managers, recruiters, HR function employees, managers.

Prerequisites

Aucune

Training objectives

- Understanding the foundations of non-discrimination Preventing discrimination in recruitment Preventing discrimination during career development Raise awareness and involve all stakeholders to fight against discrimination

Training program

Le cadre légal relatif aux discriminations au travail

- Understand the concepts used around diversity and discrimination.
- Understand the legal and institutional context of discrimination.
- Identify the reference organizations and their roles.
- Understand the risks of prosecution by the industrial tribunal and criminal courts.
- Know the company agreements on non-discrimination: disability, parity, professional equality, seniors.

Analyser les dangers de perception pour une candidature

- Analyze the risks of potential danger of exclusion when reading CVs.
- Differentiate between factual and inferential aspects of perception (prejudices, a priori, stereotypes).
- Assess the risks of a poor analysis and a questionable choice.
- Use appropriate interview techniques to obtain precise information.
- Understand, with regard to the law, the dangers of taking notes during the interview.
- Practical work Practice analyzing information written from several CVs.

Prévenir la discrimination dans l'évolution de carrière

- Ensure compliance with non-discrimination at all stages of career development management.
- Identify points for vigilance.
- Secure career development practices and processes within the company: mobility, promotion, salary.
- Articulate the fight against discrimination and the promotion of diversity at different levels of the company.
- Raise managers' awareness of the issue of non-discrimination.
- Practical work Role plays based on situations from the participants' daily professional lives.

Evaluer les phénomènes d'inclusion et d'exclusion

- Identify situations felt to be discriminatory: comments, behaviors, written and oral communications.
- Become aware of exclusionary behaviors.
- Practice transmitting difficult messages.
- Practical work Understand, through metaphorical play, the risks of discrimination in everyday life.