Building Healthy Relationships at Work
Goals

Explore barriers to teaching Healthy Relationships at Work.

Review the “Building Healthy Relationships at Work Curriculum.”

Examine The Types of Relationships and Public and Private Lessons.

Discuss effective techniques to get parents to buy in.
Agenda

Introduction/Warm Up Activity

Building Healthy Relationships at Work Curriculum.

Review Lesson 3: Types of Relationships

Review Lesson 4: Public and Private

Getting Buy in from Parents

Wrap-up
Discussion

Why do you think it is important to teach relationships in the workplace?

What is happening in the workplace because of the lack of education?

What makes it difficult to teach healthy relationships in the workplace?

Chat box
Why Important?

Not gotten elsewhere, TV and parents, negative messages, removed from class.

Interns losing their jobs, not because of the job.

Everyone deserves a full life including a job.

All people are sexual beings.

Reduces inappropriate sexual behaviors in the workplace.
Healthy Work Relationship Curriculum

Project Search and Elevatus Training Collaboration.

Created a 12 lesson curriculum launched in August 2020.

Reviewed by Project Search staff 3-4 times.

Field Tested-5 locations.

All input incorporated in final version of curriculum.
Healthy Work Relationship Curriculum

Located in the Project SEARCH Portal or available from Elevatus:

Full Curriculum

Lessons

Handouts

Slide decks

Pre/post test and Instructions

Curriculum Main Points

Working with Parents

Working with Host Business Site
Curriculum Overview

Who am I?

Gender expression and identity

Different types of relationships

Public v. Private

Communication

Decision Making

Positive Relationships at Work

Friendship

Moving from Friend to Partner

Healthy/Unhealthy relationships

Healthy Boundaries at Work

Pulling it all Together
Different Types of Relationships

Can anyone name a type of relationship?
Close Family and Friends

What are the feelings you have for close family and friends?

How do you touch these people?
Casual Friends and Groups

What are the feelings you have for casual family and friends?

How do you touch these people?
Co-workers

What are the feelings you have with your co-workers?

How do you touch these people?
Helping Professional

What are the feelings you have for helping professionals?

How do you touch these people?
People you don’t know or Stranger

What are the feelings you have for people you don’t know or strangers?

How do you touch these people?
Intimate/Romantic Relationships

What kind of feelings do these two people have for one another?

How do you touch these people?
Different Types of Relationships: ME Chart

I CAN...

I AM...

I AM PART OF....

ALL RELATIONSHIPS INCLUDING SEXUAL ROMANTIC RELATIONSHIPS
RELATIONSHIPS

Close Family & Friends

Casual Family, Friends & Groups
   interns

TOUCH

TOPICS

Public & Private
   Private in a private place

Public
RELATIONSHIPS

Co-Workers
managers, mentors, and other co-workers

Helping Professionals
instructors, skills trainer

TOUCH

Public

TOPICS

Public
Unless with a doctor or nurse in a closed exam room or an instructor and you are having a problem
RELATIONSHIPS

People You Don’t Know

TOUCH

No Touching

Consent Needed

TOPICS

Public

Public & Private

Public in a public place, private in a private place
Different Types of Relationships: What about Customers, Patients, Guests, or Clients? Where do they belong?

Did you just meet the person?

Have you known them for a while?
Practice Activity: What Type of Relationship Is It?

Close Family & Friends

Casual Friends

Co-workers

Helping Professionals

Strangers

Sexual Romantic Relationships

Look at the photos on your table and sort them into piles for each type of relationship.
Activity Two: The People in Your Life

Close Friends
Casual Friends or Groups
Co-Worker
Helping Professionals
Strangers

Work in pairs and discuss who you would put on each chart.
Write names
Draw pictures

Lesson 3: Different Types of Relationships
Close Family and Friends

Add the names of YOUR close family and friends

Lesson 3: Different Types of Relationships
Lesson 3: Different Types of Relationships

Casual Friends or Groups

Connor
Alexis
Logan
Hannah

CASUAL FRIENDS OR GROUPS
Co-workers
Lesson 3: Different Types of Relationships

Helping Professional

- Rabbi Rossen
- Ms. Higgins
- Dr. Malone

Helping Professionals
People you don’t know or Strangers
Lesson 3: Different Types of Relationships

Different Types of Relationships: ME Chart

I CAN...

I AM...

ME

I AM PART OF....

ALL RELATIONSHIPS INCLUDING SEXUAL ROMANTIC RELATIONSHIPS
Activity One: Greeting Role Play

Two people walk towards one another, make brief eye contact, and move on.

What kind of relationship do these two people have?

How can you tell?

Video Clip

https://www.elevatustraining.com/healthy-boundaries/
Greeting Two Role Play

Two people walk towards each other, make longer eye contact, say “hello” with a big smile but no touch.

Person 1 says: “Getting some lunch, (use their name)?”

Person 2 says: “Yeah, I wanted to enjoy some of this sunshine.”

Person 1 says: “Well, see you back at the office then.”

What kind of relationship do these two people have?

How can you tell?

Video Clip

https://www.elevatustraining.com/healthy-boundaries/
Greeting Three Role Play

Two people walk towards each other, give each other a big hug and lots of smiles.

Person 1 says: “I’ve been trying to call you.”

Person 2 says: “Oh, I’ve been so busy. You know my daughter is sick.”

Person 1 says: “Sorry to hear that. Could I bring you guys some dinner one night?”

Person 2 says: “That would be great. I’ll call you tonight and we can make plans.”

What kind of relationship do these two people have?

How can you tell?

Video Clip

https://www.elevatustraining.com/healthy-boundaries/
### Greetings Exercise Comparison and Debrief

<table>
<thead>
<tr>
<th>Greeting Type</th>
<th>Eye Contact</th>
<th>Body Language</th>
<th>Conversation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greeting One</td>
<td>Brief eye contact</td>
<td>Strangers, keep distance between them but do walk towards each other, don’t touch</td>
<td>None</td>
</tr>
<tr>
<td>Greeting Two</td>
<td>Longer eye contact</td>
<td>Walk towards one another, smiling, no physical touch</td>
<td>Use each others’ names, small talk</td>
</tr>
<tr>
<td>Greeting Three</td>
<td>Even longer eye contact</td>
<td>Smiling, walking towards one another, hugging</td>
<td>Know each other’s lives and family, good friends</td>
</tr>
</tbody>
</table>

Lesson 4: Public & Private
Activity Two: Public & Private

Can someone describe the difference between something that is public and something that is private?
Public

Public is when other people are there or might be there. It’s a place where people can go in and out. Certain ways of speaking and touch are OK to do in public, but not all.
Private

Private is where you are alone and no one can come in and out. Certain ways of speaking and touch are OK to do in private, but not public.
You Decide: Public or Private

Is this public or private?

How do you know?
You Decide: Public or Private

Is this public or private?

How do you know?
You Decide: Public or Private

Is this public or private?

How do you know?
Public

Besides the pictures we saw,

What are some other examples of public places?

What about public places in your home?
Public

What is okay to talk about in public?

What happens when we talk about private topics in public?

How can people touch one another in public?

What about kissing?

If you are in a romantic sexual relationship with someone at work, what is OK?
Private

What are things that are private?

What are places that are private?

What body parts are private?

What’s OK to talk about in private?

Who is OK to talk about private things with?
Lesson 4: Public & Private

Touching and Privacy

What are some examples of ways we touch our own bodies that are private?

What are some examples of ways we touch someone else that are private?

What is a place that can be private when we want to touch ourselves or someone else?

Sometimes we have to speak up and use self advocacy skills to have a private place at home.
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RELATIONSHIPS

People You Don’t Know

ROMANTIC SEXUAL RELATIONSHIPS

TOUCH

No Touching

CONSENT NEEDED

TOPICS

Public

Public & Private
  Public in a public place
  Private in a private place
Activity Three: Practicing What’s Ok?
Role Play
Sample role play: Ashley and Isabella work together in a hospital. Ashley sits in a chair and begins working. Ashley sees Isabella and says:

Ashley: “Hi Isabella, how are you today?”

Isabella: “I’m good. Hey, what did you do last weekend?”

Ashley looks up from her work and says, “I spent time with some friends.”

Ashley looks back down at her work.

Isabella: “Who were you with? You aren’t wearing a ring. Do you have a boyfriend? I think you should try to meet someone. You’re old enough. Don’t you want a boy/girlfriend?

Ashley looks uncomfortable.
Role Play Debrief Questions

Why do you think Ashley is uncomfortable?

What is Isabella doing that isn’t OK?

Why is that not OK?

What can Ashley do since she is feeling uncomfortable?

What can Ashley say to Isabella?

What is difficult about saying these things to someone when we are feeling uncomfortable?

Why is it important to tell someone when you are uncomfortable?
Discussion

What is the difference between a coworker and a close friend?
Working With Parents

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance
Working With Parents

Ask what their fears are. What worries you about that?

Build trust, It takes time

People with disabilities have the right and we also want to work with parents

Parents as peer educators, online course for parents

Sexual abuse approach

Individuals as self advocate

GULP Newsletter
Working with Parents

Myth - you should focus on the cognitive age of the child

Myth - if we talk about it, they will do it

Myth – relationship education is teaching them to have sex

Myth – relationship education teaches someone else’s values.
Getting Buy In

What would you do or do you do to get buy in from parents and families??
Offering evidence and trauma informed curriculum, with on/offline training to help professionals, educators, self-advocates and parents skillfully and confidently navigate the topic of sexuality and healthy relationships.

Curriculum & Related Products

Sexuality Education for People with Developmental Disabilities

Related Products:
- Curriculum Slide Deck
- Communication Supports

Building Healthy Relationships at Work

Related Products:
- Curriculum Slide Deck

Live, Professional Developmental Trainings

3-Day Certificate Training: Becoming a Sexuality Educator and Trainer
CE Contact hrs available for Social Workers

90 Minute Workshop Series
Exploring a wide range of topics related to sexuality and I/DD

In-service trainings
Can be customize for your agency or school

3-Year Statewide Training Project
For Teams of Self-Advocates and Professionals to Become Sexuality Educators and Lead Classes for People with I/DD

Self-Study Online Courses

Developmental Disabilities & Sexuality 101
For staff at your agency or school

Talking with Your Kids: Developmental Disabilities and Sexuality.
To help parents bridge the gap

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What is one take away from today’s training?