

THREE-HOUR LIVE WEBINAR

Tuition: \$49

(REGISTRATION FORM)

SEXUAL HARASSMENT, ETHICAL & PROFESSIONAL BOUNDARIES

This 3-hour webinar meets the sexual harassment training requirement for health professionals licensed in Illinois and many other states.

Please Check One Option Below:

LIVE WEBINAR:

Sun., June 12, 2022, 12:00 PM – 3:15 PM, (Eastern Time)
or 9:00 AM – 12:15 PM, (Pacific Time)

Sun., July 17, 2022, 12:00 PM – 3:15 PM, (Eastern Time)
or 9:00 AM – 12:15 PM, (Pacific Time)

Sat., Aug. 6, 2022, 12:00 PM – 3:15 PM, (Eastern Time)
or 9:00 AM – 12:15 PM, (Pacific Time)

\$49 – Pre-Registration Rate: Live Webinar with 3 hours of CE credit.

Registrants will need a computer with a good Internet connection and audio speakers (or headphones) to participate in the live Webinar.

Please note special discounts for homestudy purchase are available for students who are registered for webinars. Please email INR at info@biocorp.com for more information.

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Profession _____ License No. _____

Pharmacists only: NABP # _____ Date of Birth mm / dd / yy

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There are **four** ways to register:

1) **Internet:** www.INRseminars.com

2) **Mail:** INR, P.O. Box 5757, Concord, CA 94524-0757

(Make check payable to INR.)

3) **Fax:** (925) 687-0860

4) **Phone:** 1-800-937-6878

Inquiries for Customer Service: 1-877-246-6336 or (925) 609-2820

Purchase orders are accepted. Tax Identification No. 94-2948967

ACCREDITATION

To obtain the 3 contact hours associated with this course, the health care professional will need to sign in, attend the course, and complete program evaluation forms. At the end of the program, the health care professional successfully completing the course will receive a statement of credit. This is an intermediate-level course.

This 3-hour webinar meets the sexual harassment training requirement for health professionals licensed in Illinois and many other states.

NURSES (RNs, NPs, & LPNs)

Institute for Natural Resources (INR) is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

This program provides 3 contact hours for nurses. INR has been accredited as a continuing education provider by the Florida Board of Nursing (#50-3026-1) and the Iowa Board of Nursing (#288) for 3 contact hours, and the California Board of Registered Nursing (CEP #06136) and the Kansas Board of Nursing (#L0140-0927) for 3.6 contact hours.

DENTAL PROFESSIONALS

INR is an ADA CERP Recognized Provider. ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. INR designates this activity for 3 hours of continuing education credits.

PHARMACISTS

Institute for Natural Resources is accredited by the Accreditation Council for Pharmacy Education (ACPE) as a provider of continuing pharmacy education. The ACPE universal activity number (UAN) for this course is 0751-0000-21-011-L03-P. This is a knowledge-based CPE activity.

REGISTERED DIETITIANS & DTRS

INR, under Provider Number IN001, is a Continuing Professional Education (CPE) Accredited Provider with the Commission on Dietetic Registration (CDR). Registered dietitians (RDs) and dietetic technicians, registered (DTRs) will receive 3 hours worth of continuing professional education units (CPEUs) for completion of this program/materials. Continuing Professional Education Provider Accreditation does not constitute endorsement by CDR of a provider, program, or materials. CDR is the credentialing agency for the Academy of Nutrition and Dietetics. This course has Activity Number 161291 and Performance Indicators: 1.1.1, 1.1.5, 1.5.4, and 1.5.5. CPE Level: I.

PSYCHOLOGISTS

Under CE Broker # 50-3026, INR is an approved provider by the Florida Board of Psychology. INR is approved by the CPA OPD to sponsor continuing professional education for psychologists. INR maintains responsibility for this program and its content. Psychologists must attend the seminar in its entirety and complete the course evaluation in order to receive credit. Under License #PSY000214, the PA Board of Psychology has approved INR as a sponsor/provider of CE programs. Under Sponsor #268.000096, the Illinois Dept of Prof Regulation for Psychologist Licensing and Disciplinary Board has approved INR as a CE sponsor. Institute for Natural Resources (INR) is recognized by the NY SED State Board for Psychology as an approved provider of continuing education for licensed psychologists #PSY-0042. This program has been approved by the Minnesota Board of Psychology for 3 continuing education hours.

MENTAL HEALTH COUNSELORS, MFTs, & SOCIAL WORKERS

Institute for Natural Resources has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 7156. Programs that do not qualify for NBCC credit are clearly identified. Institute for Natural Resources is solely responsible for all aspects of the programs.

Under Sponsor #00088989 and Approval #60007956099, CRCC has approved this course for 3 contact hours. Institute for Natural Resources (INR) is recognized by the NY SED State Board for Mental Health Practitioners as an approved provider of continuing education for licensed mental health counselors, #MHC-0089. Under Sponsor #197-000240, the Illinois Dept of Prof Regulation has approved INR as a CE sponsor for professional/clinical counselors. This program meets requirements up to 3.0 continuing education clock hours for Louisiana-licensed professional counselors. The Louisiana Counseling Association is approved by the Louisiana Professional Counselor Licensing Board of Examiners to offer continuing education for Louisiana-licensed Professional Counselors and Provisional-licensed Professional Counselors. Institute for Natural Resources (INR) is recognized by the NY SED State Board for Mental Health Practitioners as an approved provider of continuing education for licensed marriage and family therapists. #MFT-0055. Under Sponsor #168.000243, the Illinois Dept of Prof Regulation has approved INR as a CE sponsor for marriage and family therapists. Under CE approval #NVCEP2021, the Nevada Board of Examiners for MFT and CPC has approved INR as a sponsor. Institute for Natural Resources, #1356, is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved as ACE providers. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Institute for Natural Resources maintains responsibility for this course. ACE provider approval period: 02/28/2022–02/28/2025. Social workers completing this course receive 3 clinical continuing education credits. Institute for Natural Resources (INR), SW CPE is recognized by the NY SED State Board for Social Work as an approved provider of continuing education for licensed social workers #0195. The California Board of Behavioral Sciences will accept courses approved by ASWB. This course "Sexual Harassment, Ethical & Professional Boundaries", Approval #210804-742 provided by INR, is approved for continuing education by the New Jersey Social Work Continuing Education Approval Collaborative, which is administered by NASW-NJ. CE Approval Collaborative Approval Period: 09/01/20 through 08/31/22. New Jersey social workers will receive three (3) General or Ethics CE credits for participating in this course. Under Sponsor #159-000260, the Illinois Dept of Prof Regulation has approved INR as a sponsor of continuing social work education.

ADDITION COUNSELORS

INR is approved by the NAADAC Approved Education Provider Program, Provider #182846.

OCCUPATIONAL THERAPISTS & OTAs

INR is an AOTA Approved Provider of professional development. PD activity approval ID #4454. This distance learning - interactive activity is offered at 0.3 AOTA CEUs, intermediate education level, professional issues category. The assignment of AOTA CEUs does not imply endorsement of specific course content, products, or clinical procedures by AOTA.

PHYSICAL THERAPISTS & PTAs

The Florida Physical Therapy Association has approved this course for 3 contact hours (Approval #



ACCREDITATION (cont.'d)

CE 22-773165). Accreditation of this course does not necessarily imply the FPTA supports the views of the presenter or the sponsors. INR is recognized as an approval agency to approve providers offering continuing competency courses by the Physical Therapy Board of California. This course has been approved by the Institute for Natural Resources (INR) for 3 continuing competency units. Under Sponsor #216-000264, the Illinois Dept of Prof Regulation has approved INR as a sponsor for continuing physical therapy education.

CASE MANAGERS

This program has been pre-approved by The Commission for Case Manager Certification to provide continuing education credit to Certified Case Managers (CCMs).

NURSING HOME ADMINISTRATORS (Distance Learning)

This program has been submitted for Continuing Education through NAB/NCERS for 3 total participant hours from NAB/NCERS. Please visit <https://www.nabweb.org/continuing-education> and choose "NAB Approved CE Database" for the most current approved courses.

MASSAGE THERAPISTS

Institute for Natural Resources is approved by the National Certification Board for Therapeutic Massage & Bodywork (NCBTMB) as a continuing education Approved Provider, Provider #299936-00, and is also sponsored by NCBTMB to teach New York LMTs continuing education that is accepted by the State of New York for license renewal.

OTHER HEALTH PROFESSIONALS

Participants successfully completing this course will receive course completion certificates. For rules governing continuing education credit, participants should contact their respective regulatory boards.



(A NEW 3-HOUR INTERACTIVE LIVE WEBINAR)

SCHEDULE

Please see the Registration Form for the seminar schedule.

Please register early. Space is limited. Registrations are subject to cancellation after the scheduled start time. A transfer can be made from one Webinar to another if space is available. Registrants cancelling up to 72 hours before a Webinar will receive a tuition refund less a \$25.00 administrative fee or, if requested, a full-value voucher, good for one year, for a future Webinar. Cancellation or voucher requests must be made in writing. If a Webinar cannot be held for reasons beyond the control of the sponsor (e.g., acts of God), the registrant will receive free admission to a rescheduled Webinar or a full-value voucher, good for one year, for a future Webinar. A \$25.00 service charge applies to each returned check. Nonpayment of full tuition may, at the sponsor's option, result in cancellation of CE credits issued. The syllabus is not available for separate purchase. A \$15.00 fee will be charged for the issuance of a duplicate certificate. Fees subject to change without notice.

SPONSOR

INR (Institute for Natural Resources) is a non-profit scientific organization dedicated to research and education in the fields of science and medicine. INR is the nation's largest provider of live continuing education programs, offering over 600 live seminars yearly.

INR has no ties to any commercial organizations and sells no products of any kind, except educational materials. Neither INR nor any instructor has a material or other financial relationship with any health care-related business that may be mentioned in an educational program. If INR were ever to use an instructor who had a material or other financial relationship with an entity mentioned in an educational program, that relationship would be disclosed at the beginning of the program. INR takes all steps to ensure that all relevant program decisions are made free of the control of a commercial interest as defined in applicable regulatory policies, standard, and guidelines. INR does not solicit or receive gifts or grants from any source, has no connection with any religious or political entities, and is totally supported by its course tuition.

INR's address and other contact information follows:

P.O. Box 5757, Concord, CA 94524-0757

Customer service: 1-877-246-6336 or (925) 609-2820

Fax: (925) 687-0860

E-Mail: info@inrseminars.com; website, www.INRseminars.com

Tax Identification Number 94-2948967.

Education expenses (including enrollment fees, books, tapes, travel costs) may be deductible if they improve or maintain professional skills. Treas. Reg. Sec. 1.162-5. Recording of the seminar, or any portion, by any means is strictly prohibited. INR's liability to any registrant for any reason shall not exceed the amount of tuition paid by such registrant.

For American Disability Act (ADA) accommodations or for addressing a grievance, please send the request by email to info@inrseminars.com or by fax to (925) 363-7798. For ADA matters (including sign-language interpreters), INR would appreciate advance notice so as to ensure our ability to provide the appropriate accommodation.

SEXUAL HARASSMENT, ETHICAL & PROFESSIONAL BOUNDARIES

Frequently Asked Questions

Q: What do I have to do to complete the live Webinar successfully?

To obtain the 3 contact hours associated with this course, the health professional will need to sign-in (by typing in the chat-box), attend the course online, and complete the program evaluation form and post-test electronically. At the end of the program, after all the evaluation and post-tests are accounted for, the health professional successfully completing the program will receive a statement of credit. This will take approximately 3 to 5 business days. This is an intermediate-level course.

Q: How will I know that my profession qualifies for continuing education credit?

Please see the section marked Accreditation. All professions for which INR (Institute for Natural Resources) has approval are listed in the Accreditation section.

Q: What happens if I have technical difficulties watching or hearing a Webinar? You can transfer the tuition paid to another Webinar within two years or request a recording within 3 to 5 days to complete the webinar ASAP for live credit.

Q: My profession is not listed on the brochure. Is it possible to obtain continuing-education credit? Possibly. Please contact INR's customer-service office at 1-877 246-6336 or by email at info@biocorp.com. The customer-service office can tell you if INR has approval for your profession.

COURSE SUMMARY

Sexual harassment has long existed and with the aid of the #Me Too and #TimesUp Movement a spotlight was shined on this behavior. Sexual harassment knows no boundaries as it exists in every community, workplace, business, health system, school and college campus, in medicine and the military. Globally, 25% of nurses report experiencing sexual harassment; with the occurrence being greater in Australia, Canada, England and the United States (39%) (Spector, Zhou, & Che, 2014). Jagsi et al. reported in the January 2020 issue of Journal of Women's Health that 82% of women in an academic medical setting reported at least one incident of sexual harassment in the past year. A research study found 60% of female nurses and 34% of male nurses reported being victims of sexual harassment.

The Joint Commission, specifically Standard LD.03.01.01, requires Leaders to create and maintain a culture of safety and quality throughout the organization. The delivery of safe health care is dependent on a healthy culture. Establishing and maintaining a safe culture is the foundation of achieving high reliability quality of care. Sexual harassment is an infringement of safety culture. Regardless of the drivers leading to harassment, the impact to patient care delivery and patient safety is vital. The Joint Commission Standards are applicable to ambulatory care, critical access hospital, home care, hospital, laboratory, long-term care, office-based surgery programs and behavioral healthcare programs.

Unprofessional misconduct is the conduct of a provider, which is in betrayal to the standards of the employer's policies, procedures, the Professional Board's laws and rules or the expected norms of the public. Professional boundaries are the legal, ethical and organizational frameworks that protect both the healthcare professional and clients/patients from physical and emotional harm, and help to maintain a safe working environment. Sometimes healthcare professionals encounter challenging situations that can make maintaining these boundaries difficult. This course will explore ways to ensure your professional boundaries and codes of ethics are not altered with a sexual harassment claim.

Disclaimer: These live interactive INR presentations provide continuing education for health care and mental health professionals with the understanding that each participant is responsible to utilize the information gained in an appropriate manner congruent with his/her/their scope of licenses.

PROGRAM/LECTURE

HOOR ONE

- Historical Perspective, Definition and Forms of Sexual Harassment
 - Forms of Sexual Harassment; Prevalence of Sexual Harassment in Healthcare
 - Online Sexual Harassment and Abuse; Utilization of Technology and Social Media
- Background, Definition and Types of Sexual Violence
 - Rape; Sexual Coercion; Unwanted Sexual Contact
 - Non-contact Unwanted Sexual Experiences; Stalking
- Risk Factors Leading to Perpetration
 - Individual Factors; Relationship Factors; Community Factors
- Warning Signs that an Individual may have been Sexually Harassed or Abused
- Preventing Sexual Harassment and Violence
 - Telling the Harasser No
- Documenting Sexual Harassment
- Reporting Sexual Harassment
 - Internally within your Organization
 - Externally to Your State or US Equal Employment Opportunity Commission (EEOC)
- Whistleblower Protection Act

HOOR TWO

- Professional Boundaries
 - Protecting and Maintaining Professional Boundaries
 - Social Media Guidelines – Ethical Risks
 - Workplace Romances – Good Idea?
 - Ending the Provider-Patient Relationship when the Harasser is a Patient/Client
 - The Client / Patient is Not Always Right
- Ethics Regarding Consent
 - Relationship Consent: What is and What is Not Consent; Social Media and Digital Consent
 - Elements and Principles of Informed Consent for Treatment
 - Legal Competence Versus Capacity; Minor Consent
 - Exceptions to Consent; Right to Refuse Treatment

HOOR THREE

- Professional Behavior
- The Joint Commission Standards on Harassment and Sexual Harassment; Professional Misconduct

PROGRAM (cont.)

- How Harassment and Sexual Harassment is a Violation of Code of Ethics and Professional Behavior
- Moral Engagement and Moral Disengagement
- Moral Arrogance and Moral Courage
 - Courage to be a Truth Teller/Whistleblower; Building a Healthy Workplace; Being a Witness
- Resources:
 - Code of Ethics; Sexual Harassment; Sexual Violence

LEARNING OBJECTIVES

Participants completing this course will be able to:

- 1) define what is Sexual Harassment, including its Forms and Types
- 2) recite what should a person do if they Experience or Witness Unwelcome Sexual Contact
- 3) identify who to report the Sexual Harassment to within your Place of Employment or to an Outside Entity
- 4) describe Whistleblower Protections and Resources that are available
- 5) describe how to Prevent Sexual Harassment and Violence
- 6) recite the Four Principles of Informed Consent
- 7) define how to Terminate the Provider / Client Relationship
- 8) identify what is Moral Engagement, Courage and Moral Arrogance
- 9) describe how to Maintain and Guard Your Professional Boundaries
- 10) define how sexual misconduct and harassment may be viewed as Professional Misconduct, and Unethical Practice for health professions.

INSTRUCTOR

Ms. Renee Mallett, (Esquire, MSN, MBA) is a healthcare attorney. Ms. Mallett received her Bachelor of Science in Nursing from The Ohio University, and her Law Degree and Master of Science in Nursing from Capital University in Columbus, Ohio. She has worked for a health system as legal counsel and VP of Quality Improvement, where she led the system's patient safety, risk management and quality improvement initiatives. Ms. Mallett has spent over seven years at Abbott Nutrition in the Medical Safety and Surveillance Department.

From 2003 to 2011, Ms. Mallett worked at The Ohio State University, where she was an adjunct assistant professor, a lecturer, and a director of patient safety.

While working as legal counsel, Ms. Mallett has assisted in developing policies, procedures, and protocols for victims of human trafficking (sex and labor), domestic/intimate partner violence, child abuse and neglect and sexual assault, violence and rape. These policies, procedures, and protocols were developed for hospital emergency departments, urgent care centers, behavioral health campuses, physician offices, pediatricians, obstetrics/gynecologists, psychiatrists, psychologists, social workers, counselors, nurse practitioner, nurses and occupational and physical therapists.

INR reserves the right to change instructors without prior notice. Every instructor is either a compensated employee or independent contractor of INR.