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**Northport Affiliates, LLC**

*"Successfully Navigating the Federal Marketplace"*

**PRESS RELEASE**

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## **Northport Affiliates, LLC's GSA Contract GS00F126GA Modified to Add 3 Sexual Harassment Training Courses**

ALEXANDRIA, VA, January 3, 2018 - Northport Affiliates, LLC is pleased to announce that the General Services Administration (GSA) has accepted Northport's proposal to modify its Federal Supply Schedule (FSS) Multiple Award Schedule (MAS) training support to add the following Special Item Number (SIN) 874-4 Training Service Courses: 1) Preventing, Recognizing and Resolving Sexual Harassment for Employees; 2) Sexual Harassment Prevention for Managers and Supervisors; and 3) Leadership Skills for Preventing and Responding to Workplace Harassment and Hostile Environments.

Federal government agencies, Congress and State and Local organizations are eligible to use GSA Schedules to procure services offered under GSA MAS Schedules.

Northport's Training Services are nationally recognized and include off-the-shelf, or customized off-the-shelf training packages under SIN 874-4 designed to meet specific agency needs related to business services – there is a compelling business case for stopping and preventing workplace harassment. According to the June 2016 EEOC Select Task Force on the Study of Harassment in the Workplace key findings included:

- 1) Workplace Harassment Remains a Persistent Problem,
- 2) Workplace Harassment Too Often Goes Unreported,
- 3) There is a Compelling Business Case for Stopping and Preventing Harassment,
- 4) Leadership at the Top and Accountability Are Critical,
- 5) Training Must Change,
- 6) New and Different Approaches to Training Should be Explored, and
- 7) Harassment in the Workplace Will Not Stop on Its Own.

Northport has over seven years of expertise shaping and supporting the U.S. Department of the Army's approach to sexual offense prevention program – the largest effort of its kind in the

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United States (SHARP Program). From Northport's hands-on experience, our principals have documented what does and does not work in sexual misconduct prevention.

Northport's approach, captured in its GSA Schedule Training Courses, aligns with all EEOC Task Force Recommendations that apply to employers.

Frederic Corle, Managing Director and CEO of Northport Affiliates, LLC, said that "GSA's acceptance of Northport's training courses for its GSA Professional Support Services contract validated Northport's leadership in addressing workplace harassment."

"We understand how to design and develop solutions that will help an organization realize the type of risk exposure reduction attained through concrete practical application. Northport's abilities are enhanced by our expertise in evaluating and developing strategy, policy and process, as well as knowing how to avoid common mistakes in implementation and execution."

Northport's training courses now on GSA's MAS include:

**Preventing, Recognizing and Resolving Sexual Harassment for Employees** - Participants in this course will review and discuss Federal law and EEOC guidelines on what constitutes sexual harassment within the workplace, e.g., quid pro quo and hostile environment. The course addresses the types of unwelcome conduct of a verbal or physical sexual nature that constitute sexual harassment, sexually harassing behaviors, and sexually hostile work environments. In addition, the course discusses how to identify and resolve this type of conduct. Participants will review the importance of ensuring every employee, visitor, contractor, concessioner, and partner has a safe and respectful environment, as well as the negative effects of sexual harassment and a hostile environment. The course guides participants through learning objectives via case studies and role-play that enables them to analyze their role in helping to create an environment to prevent, recognize, and resolve sexual harassment and hostile environment issues.

**Sexual Harassment Prevention for Managers and Supervisors** - Participants in this course will review and discuss Federal law and EEOC guidelines on sexual harassment within the workplace, e.g., quid pro quo and hostile environment. This course addresses the supervisor's role in establishing an environment that prevents unwelcome conduct of a verbal or physical sexual nature that constitutes sexual harassment, sexually harassing behaviors, and a sexually hostile work environment. The course lays out the importance of supervisors as leaders, making clear, in both actions and words, that they care about how their employees treat one another. The course provides best practice methods for managers and supervisors to use that help to establish a culture and climate of dignity and respect, especially as it relates to employees as coworkers. Participants review and discuss how to identify problems early and work to resolve issues based upon the nature and extent of the problem with an appropriate response at the appropriate level. Participants will understand that a harasser's contributions to the organization are likely to be diminished by behavior that hurts morale, how these behaviors demonstrate a lack of ethics, and how a lack of consistency can give the appearance of a double standard. Participants will also review and discuss techniques to use that help managers and supervisors talk effectively about sexual harassment issues with employees, experiencers, and perpetrators. The course guides participants through learning objectives via case studies and role-plays that enable them to analyze their leadership role in creating an environment to prevent, recognize, and resolve sexual harassment and hostile environment issues.

**Leadership Skills for Preventing and Responding to Workplace Harassment and Hostile Environments** - Today's leaders at all levels need essential leadership skills to successfully prevent and respond to harassment and a hostile environment within their workplace. This course provides managers and supervisors with skills that help them effectively evaluate their work environment in terms of climate, culture, and levels of risk related to conduct that harms

individuals and creates a hostile environment, to include harassing behaviors, sexual offenses, and bullying. Participants will learn how to use this information to effectively lead and establish a safer, healthier work environment. Skills taught will include effective tactics for setting and enforcing expectations and standards for a climate of respect. Participants will learn essential lessons in how to communicate what is expected of all employees so that they feel safe and supported; bystanders feel confident to safely intervene or report; potential offenders recognize that offending in the work environment will not be tolerated or ignored; and offenders understand that engaging in inappropriate conduct has consequences. Participants will review and discuss how to identify problems early and work to resolve issues based upon the nature and extent of the problem with an appropriate response at the appropriate level. Participants will learn key response skills to minimize an experienter's trauma; promote faith and confidence in leadership and the organization's response capabilities; and help ensure that experienters recognize their value and acceptance as part of a team. Participants will also learn vital techniques for preventing and addressing retaliation so that the workplace remains a safe environment for all members of the workforce after harassment has been reported.

### **About Northport Affiliates, LLC**

Founded in 2012, Northport Affiliates LLC is a Department of Veterans Affairs verified Service Disabled Veteran-owned Small Business (SDVOSB) providing expertise to Federal government departments and agencies to improve service delivery and program productivity. Northport provides its services through its GSA Professional Support Services (PSS), Multiple Awards Schedule (MAS), awarded February 22, 2017.

Northport's Veteran heritage and multi-faceted leadership experience is grounded on an unwavering dedication to excellence and integrity. Northport's principals and key executives have distinguished themselves in demanding leadership positions in the private sector and the Executive and Legislative branches of Government. Northport principals and staff possess a wealth of experience and expertise managing complex requirements within Federal civilian agencies, the Army and the DoD. For more information, view the STIA web site at <http://www.northportllc.com>.

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