

Using AI to Design an HR Training Module on Workplace Sexual Harassment

Research

Definition of Sexual Harassment:

Sexual harassment is a form of sex discrimination prohibited under Title VII of the Civil Rights Act of 1964. It includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

Submitting to such conduct is tied to employment decisions (quid pro quo), or

The conduct is severe or pervasive enough to create a hostile work environment.

Examples include:

Repeated sexual jokes or comments

Unwanted touching or invading personal space

Displaying sexual images or sending inappropriate messages

Conditioning promotions or shifts on romantic or sexual behavior

Workplace Responsibilities

Employer Responsibilities:

Provide harassment prevention training

Establish clear reporting procedures

Investigate complaints promptly and fairly

Protect employees from retaliation

Enforce corrective action when needed

Employee Responsibilities:

Treat others respectfully

Avoid engaging in inappropriate conduct

Report harassment (even if they are a witness)

Participate in investigations honestly

Support a safe and inclusive workplace

Reporting Procedures & Consequences

Employees can report concerns to:

A supervisor or manager

The HR department

Anonymous hotlines or reporting tools

External agencies such as the EEOC

Consequences for harassment may include:

Written warnings, suspension, retraining, demotion, termination, or legal liability. Employers may also face lawsuits or financial penalties for failing to address issues.

Training Module — Quiz/Exam Format (5 Questions)

AI Tool Used: ChatGPT (OpenAI), used to generate questions, answers, and content structure.

Title: The Sexual Harassment Prevention Quiz

This training module is designed to help employees understand what sexual harassment is, how it affects the workplace, and what actions they can take to prevent it. Through clear definitions, realistic examples, and practical response strategies, this module provides the essential knowledge needed to maintain a respectful, safe, and inclusive work environment. The goal is to ensure that all employees recognize inappropriate behavior early, know how to address concerns effectively, and feel confident using the organization's reporting procedures when necessary.

Core Section 1: Definitions & Key Concepts

Employees learn:

The legal definition of sexual harassment

The difference between quid pro quo and hostile work environment

The meaning of “unwelcome behavior”

That harassment can occur between any genders and at any level

That impact matters more than intent

This section ensures employees understand what behavior is — and is not — acceptable in a professional environment.

Core Section 2: Realistic Workplace Examples

Examples include:

Sexual jokes or repeated comments about appearance

Touching or invading personal space

Sending explicit memes or images

Persistently asking a coworker out after being told no

Making employment benefits (hours, promotions) dependent on romantic or sexual engagement

Sharing personal sexual stories that make others uncomfortable

This section helps employees recognize inappropriate conduct quickly and clearly.

Core Section 3: Response Strategies & Reporting

Employees learn how to respond if they experience, witness, or hear about harassment:

Response Strategies:

Be clear and direct when safe: “I don’t appreciate that comment.”

Document incidents (dates, witnesses, behavior).

Support coworkers experiencing harassment.

Avoid retaliatory or confrontational behavior.

Reporting Procedures:

Contact HR or a supervisor

Use the company's anonymous hotline

File external complaints with the EEOC

Know that retaliation is strictly prohibited

This section empowers employees with tools to take safe, appropriate action.

Question 1

Which of the following best describes quid pro quo sexual harassment?

- A. Harassment that comes from a group of coworkers
- B. Harassment that is unintentional
- C. Suggesting that a job benefit depends on granting sexual favors
- D. Telling a coworker they look nice

Correct Answer: C

Question 2

Which scenario most clearly represents a hostile work environment?

- A. A one-time misunderstanding that is immediately resolved
- B. Repeated sexual jokes and comments that make employees uncomfortable
- C. Two coworkers dating with mutual consent
- D. A supervisor correcting an employee's job performance

Correct Answer: B

Question 3

Which of the following is an example of inappropriate conduct that could be harassment?

- A. Sharing explicit memes in group chats

- B. Giving a team member a work-related compliment
- C. Asking about someone's weekend plans
- D. Providing performance feedback

Correct Answer: A

Question 4

What should an employee do if they experience or witness harassment?

- A. Ignore it and hope it stops over time
- B. Confront the person in an aggressive way
- C. Report concerns through HR or a supervisor
- D. Share the incident with coworkers instead

Correct Answer: C

Question 5

True or False: Retaliation against someone who reports harassment is prohibited.

Correct Answer: True

Conclusion / Key Takeaways

Sexual harassment can be verbal, physical, visual, or digital, and intent does not determine whether behavior is inappropriate — impact does.

Both employees and employers share responsibility in preventing and addressing misconduct.

Clear reporting procedures protect employees, and retaliation is not tolerated.

Everyone contributes to a safe, respectful workplace culture.

Reflection

Using AI to create an HR training module on sexual harassment showed me how powerful these tools can be for generating structured, professional content quickly, but it also showed me that the detail is only as accurate as the prompts that are inputted into the language models. I learned that AI is especially useful for breaking down complex legal concepts into clearer explanations and for producing training materials such as quizzes, summaries, and examples. But if you're not careful in reviewing large amounts of responses, things can be easily overlooked on the basis that "AI did it so well, I don't even need to read it." This felt very much like I have to audit the responses before making any final submissions.

One thing that surprised me was how accurately AI could identify the legal categories of harassment and produce examples that were realistic and aligned with commonly accepted HR standards. However, there is a risk that HR compliances ONLY stick to their respective companies standard, and completely bypass the ethics that are set as a standard by other companies. At the same time, AI sometimes lacks the nuance needed for emotionally sensitive or legally complex issues, and its initial answers must be checked for accuracy and tone. This reinforced the idea that AI is a productivity tool, not a replacement for HR professionals or legal experts, as there's still room for companies to apply their own ethics into these HR tools, which completely disregards the ethics set by humans in these fields of regulation.

There are important ethical considerations when using AI for sensitive HR topics. Since AI-generated content may contain errors or oversimplifications, using it without human review could lead to misinformation or even a lack of awareness of certain issues entirely. There is also a risk of bias, since AI models are trained on large datasets that may contain stereotypes or gaps in representation. This could even go as far as having AI models adopt the same unethical practices as their administrators as to bypass regulations set by their human HR counterparts. Organizations must ensure that any AI-generated materials are inclusive, legally accurate, and aligned with organizational values. Another ethical concern is data privacy, especially if AI is used in areas beyond training, such as employee feedback or performance evaluations. Then you'll have nightmare scenarios where everything ATS, PMS and HRIS is so interconnected that schemas become so broadened, it leaves room for digital discrimination or disinclusion.

Overall, I would use AI again for this type of task because it speeds up content creation and helps organize information effectively. However, I would never rely on it alone. AI works best when paired with human oversight, professional expertise, and ethical awareness; especially when the topic involves safety, inclusion, and employee wellbeing.