

Respectful Workplace Foundation

A Comprehensive, SB 1343-Compliant Approach to Culture, Conduct & Risk Prevention

KAMacLean Consulting LLC www.KimberlyAMacLean.com

What This Really Is

Respectful Workplace Foundation uses California's SB 1343 harassment prevention requirement as a starting point for meaningful organizational change.

SB 1343 is the doorway. What we do together determines whether you're checking a box or building a healthier more resilient organization.

This engagement functions as a **diagnostic, preventative, and capacity-building intervention** that helps organizations understand what's actually happening, address misalignments early, and create clear expectations for behavior and accountability.

It is especially effective for **arts organizations and mission-driven workplaces** where power dynamics, hierarchy, reputation, and retention are critical.

Why This Approach Is Different

Most SB 1343 trainings are standardized, checkbox-oriented, and quickly forgotten.

Policy does not change behavior. Culture does.

Respectful Workplace Foundation goes beyond awareness to:

- Identify where behavior and policy are misaligned
- Create shared, practical expectations for conduct
- Build psychological safety without sacrificing performance or excellence
- Address risk early—before it becomes litigation, turnover, or reputational damage

This is preventative organizational care, not reactive compliance.



What This Work Addresses

- Organizational diagnostics - understand what's actually happening
- Culture repair - address misalignments before they escalate
- Risk prevention - identify and mitigate problems early
- Leadership accountability - equip leaders to respond appropriately
- Voice restoration - create space for what people can't safely say directly

Basic SB 1343 Training VS Respectful Workplace Foundation

Session meets legal requirements	≠	Exceeds legal requirements
Generic content for all organizations	≠	Tailored to your specific culture, challenges, and structure
Awareness-focused	≠	Assessment → Training → Analysis → Roadmap
No assessment, follow-up, or insight	≠	Written findings report with strategic recommendations
One-and-done	≠	Creates clear path for ongoing improvement
Typical investment: \$1,500-\$2,500	≠	Typical investment: \$3,500-\$12,000 (based on size/ complexity)



KAMacLean Consulting LLC Woman-owned • Disability-owned business

Based in the San Francisco Bay Area | Working globally

What's Included

Each engagement is scoped based on organizational size, complexity, and goals. Typical components include:

Phase 1: Assessment & Preparation

- Custom pre-survey tailored to your environment
- HR and leadership consultation
- Review of existing policies and procedures
- Custom training content development

Phase 2: Training Delivery

- Employee/staff/artist training (2 hours) - *Interactive scenarios, bystander intervention, reporting processes*
- Supervisor/leadership training (3 hours) - *Above plus: Power dynamics, accountability, responding to concerns, creating psychological safety, feedback*

Phase 3: Analysis & Recommendations

- Post-training survey capturing employee voice
- Data analysis identifying patterns and insights
- Written findings report - Cultural themes and strengths, Risk areas and vulnerabilities, SWOT analysis, prioritized actionable recommendations
- Leadership debrief to discuss findings & next steps

Who This Is For

Foundation is designed for organizations that:

- Want SB 1343 compliance without settling for generic training
- Are navigating complex power dynamics or hierarchical structures
- Care about retention, trust, and organizational sustainability
- Want to understand what employees may not feel safe saying directly
- Are ready to invest in prevention rather than only reacting to problems

Arts organizations benefit from sector-specific examples, understanding of artistic traditions vs. modern expectations, and trauma-informed facilitation in high-stakes creative environments.

Outcomes

- Increased trust and psychological safety
- Greater clarity about behavioral expectations
- Improved confidence in addressing concerns
- Earlier identification of cultural and legal risk
- Reduced turnover and conflict
- Clear, actionable roadmap for what to address next

Many orgs use Respectful Workplace Foundation as the starting point for deeper culture transformation, leadership development, or systems change work.

Investment

Foundation engagements are priced based on scope, organizational complexity, and value delivered.

Consider that:

- The average cost of replacing one employee is 50-200% of their salary
- A single harassment lawsuit averages \$250,000+ in settlements and legal fees

This work identifies and prevents problems before they become crises

Most Foundation engagements range from \$3,500-\$12,000+ depending on organizational size and needs.

For arts & nonprofit organizations, reduced-rate options and payment plans may be available.

Timeline: Typically 6-12 weeks from kickoff to final debrief



Next Steps

Engagements are scoped collaboratively to ensure alignment, impact, and sustainability.

Schedule a free consultation to discuss whether Culture & Conduct Foundation is the right fit for your organization.

KimberlyAMacLean.com

KAMacLeanConsulting@gmail.com