

Using Pulse Surveys To Uncover Harassment & Toxic Culture Before It's Too Late



Recorded Date: July 2, 2025

Time: 9:00 AM – 10:00 AM (PST)

Speakers: Glenn Demby, Editor-in-Chief

About This Webinar

Harassment. Bullying. Psychological harm. These issues often start in silence—and grow until they become legal, reputational, and cultural crises.

Join OHS Insider **Editor-in-Chief Glenn Demby** for a compelling webinar on how to use pulse surveys as an early warning system for toxic culture and misconduct. Designed for OHS and HR professionals, this 60-minute session will give you the tools to spot red flags before they escalate—and take action with confidence.

You'll learn:

- Why traditional reporting systems often fail to surface workplace toxicity
- How to design pulse surveys that actually reveal hidden risks
- Key metrics to track and interpret for signs of harassment or dysfunction
- Legal considerations and privacy risks to manage
- What to do once you have the data—turning insights into preventive action
- If you're serious about maintaining a psychologically safe workplace and reducing liability, this is one session you can't afford to miss.

Register now and learn how to turn quiet warning signs into proactive culture change.

What's Included

1. **Expert Insights:** Join OHS Insider Editor-in-Chief Glenn Demby for a deep dive into how pulse surveys can help you uncover and address workplace toxicity before it escalates.
2. **Understanding Reporting Gaps:** Learn why traditional complaint channels often

miss early signs of harassment, bullying, or psychological harm—and how pulse surveys can fill the gap.

3. **Identifying Risk Areas:** Discover the survey questions, response patterns, and red flags that signal emerging issues in team culture and psychological safety.
4. **Implementing Safe Practices:** Get step-by-step guidance on designing, deploying, and analyzing pulse surveys that protect employee privacy and generate actionable insights.
5. **Avoiding Legal Pitfalls:** Understand the legal considerations around workplace surveys, including data handling, confidentiality, and how to respond to what you learn.
6. **Live Q&A Opportunity:** Bring your culture and compliance challenges—Glenn will answer your questions live and offer practical advice tailored to your workplace.
7. **Supporting Resources:** Receive templates, sample questions, and best-practice guidance to launch or refine your own early-warning systems for workplace harm.

Who Needs To Be There?

1. Health & Safety Professionals
2. HR Managers & Employee Relations Specialists
3. Compliance & Risk Management Officers
4. Organizational Development Leaders
5. Mental Health & Wellness Coordinators
6. Workplace Investigators
7. People & Culture Leaders
8. Anyone responsible for workplace wellbeing, harassment prevention, or early intervention strategies