

# 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