

D&D CONSULTANTS, INC.
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About Dr. Steven Dranoff

Steven Dranoff, Ph.D. is a psychologist and psychoanalyst with **35 years of experience** as a clinician, consultant, educator, and researcher. He earned his Masters in Psychology from New York University and a **Doctorate in Psychology** from Fordham University. Dr. Dranoff went on to earn a Certificate in Psychotherapy and Psychoanalysis from the Postgraduate Center for Mental Health and a Certificate in the Supervision of the Psychoanalytic Process from the Contemporary Center for Advanced Psychoanalytic Studies.

Dr. Dranoff has been in private practice working with adolescents and adults. In addition to his work as a clinician, Dr. Dranoff is a founder and President of **D&D Consultants, Inc.**, a national organizational consulting firm with a specialty in bullying, sexual harassment and violence prevention. His corporate clients have included **Asea Brown Boveri, BF Goodrich, International Nickel, Lladro, Sotheby's, Sun Chemical, Pharmacia and Upjohn, Abbott Laboratories, Celentano, Sealed Air, Zurich Insurance Co. and the US Marines.**

Early on in his career he was the chief psychologist at one of New Jersey's three residential treatment centers for high-risk adolescents. He later served as the director of the community mental health center for the city of Clifton, New Jersey working with children, adolescents, adults and the community at large. Five years later he became the psychologist, and later the director of William Paterson University's Psychological Services and Counseling Center. In 1991, he co-founded The Contemporary Center for Advanced Psychoanalytic Studies, New Jersey's first comprehensive university based psychoanalytic training institute, and has served as a dean, faculty member, and supervising and training analyst.

In the 1980's and 90's *Dr. Dranoff* worked with two world-wide insurance brokers, Aon Risk Services and Willis of North America, to help their insured's, corporations and organizations, reduce the risk of harassment and violence. During this time he coauthored and co-produced with Rutgers University a scientifically-based interactive internet course Eradicating Sexual Harassment for the global corporation that is based on theory and uses an empirical assessment to measure employee perceptions of sexual harassment. He conducted this training on PBS. The program was distributed on CD-ROM by the Human Resources Development Institute of New Jersey to worksites statewide.

Dr. Dranoff has served as an expert witness on many major high profile law suits involving sexual harassment, trauma and mental injury. He has been committed to improving the quality of psychological testimony in the Daubert era and has developed a forensic assessment to distinguish psychiatric illness from normative psychological harm. His work in this area has been admitted on deposition to state and federal courts.

He is also the co-author of two award-winning books on harassment, *The First Line of Defense: Protecting Yourself Against Sexual Harassment* (John Wiley & Sons) and *The Manager's Guide to Preventing a Hostile Work Environment* (McGraw Hill).

In 1991, *Dr. Dranoff* developed a downward extension of his work with adults in industry for adolescents, their faculty and parents. The program is called **RESPECT** and is a social-emotional behavioral curriculum in bullying, sexual harassment and violence prevention. He has scientifically identified misperceptions adolescents have by grade and age of their peers that prevent them from developing self-protection skills. He also has developed a curriculum to correct these misperceptions. There are three iterations of the program--- middle school, high school and college. **RESPECT** for middle and high school have been conducted by districts across the nation including: **New York** (Yonkers, New York City, Hempstead, Wyandanch, Beth Page, and St. Ignatius Loyola Private School); **New Jersey** (Bergenfield, Leonia, Alpine, Clifton, Montclair, West Orange, Newark, Berkley Heights, Edison, Monmouth County Vocational Schools, Youth Consultation Services), **Pennsylvania** (Philadelphia); **Maryland** (Baltimore); **Washington DC**, **Ohio** (Cleveland, Lima); **Illinois** (Chicago); **Colorado** (Denver, Fort Collins, Logan School for the Gifted); and **California** (Los Angeles, San Diego). *Dr. Dranoff* works closely with A.J. Gallagher, a worldwide insurance broker who brings **RESPECT** to their insureds.

Dr. Dranoff has extensive experience as a public speaker for television, telecasts and webcasts and has taught at the college and postgraduate levels. He has received "The Outstanding Teacher Award" numerous times for his work at the Contemporary Center for Advanced Psychoanalytic Studies. He has also served as a consultant to the University of Denver on Native Americans, George Washington University's Health Division on immigrants and their families and at Yale University on normative harm in trauma.

He has been the recipient of several awards for his work in industry and in public schools including: the **Outstanding Career Achievement Award** from Fordham University; the Media Award from the New Jersey Psychological Association; and the **Community Award for Applied Psychology** from the Contemporary Center for Psychoanalytic Studies.

In 2003 *Dr. Dranoff* developed **RESPECT in the Workplace**, a diagnostic tool and a behavioral intervention to identify and correct the roadblocks for employees in organizations, including schools, that interfere with their interpersonal relationships, teambuilding and collaboration. The program has been implemented with Sealed Air, a Harvard University based hospital, Duke University, George Washington University and school administrators of major public school districts throughout the country.

Through all of his work *Dr. Dranoff* is committed to bringing the best of scientific psychology to improving interpersonal relationships and protecting the integrity of an organization by reducing risk and promoting empathy in the consultation room, classroom, boardroom and courtroom.