

AB 1825 Sexual Harassment Training/ Anti-Harassment Training

Length: 2 Hours, Half Day, 1 Day

Summary: This course discusses the federal and state anti-discrimination laws and company policies prohibiting sexual harassment, discrimination and retaliation. Using hypothetical scenarios and real-life examples, managers are instructed on how to recognize and prevent sexual harassment, discrimination and retaliation and are provided practical guidance on the steps that should be taken to correct sexual harassment. Managers will learn of their legal and moral obligations in refraining from harassment and maintaining a harassment-free environment as well as the remedies available for victims. Additionally the prevention of bullying and abusive conduct is reviewed and discussed.

COURSE CONTENT

PREVENTING WORKPLACE HARASSMENT: WHAT YOU MUST KNOW

1. Harassment Basics
2. State Law, EEOC and Title VII
3. What is a Protected Category
4. Identifying workplace Harassment
5. Economic vs. Environmental Harassment
6. Severe or Persuasive
7. Duty to Investigate
8. How to Conduct an Investigation
9. Avoiding Liability for your Organization and Yourself
10. Responding to Harassment Complaints
11. Preventing Retaliation
12. Workplace Bullying or Abusive Behavior
13. Discussion of Company's Anti-Harassment Policies and Procedures
14. Interactive Scenarios / Group Discussion
15. Q&A