



Intent vs. Impact



Exclusive Features

Anderson-davis, Inc. offers the *only* eLearning courses written by a subject matter expert

- with over 33 years of live harassment and discrimination training experience,
- appointed to California's Blue Ribbon Advisory Commission that reviewed and drafted the state's harassment training regulations, and
- who delivered AB 1825 training to FEHC staff and commissioners

Features

- Over 40 full-motion videos
- A *unique* virtual coach who answers supervisors' FAQ
- Episodic scenarios that demonstrate practical intervention skills and methods for *avoiding* interview mistakes
- Navigation controls which require that users complete all activities
- Personalized client policy and complaint process page with FAQs
- Audio and non-audio version (508 compliant)
- Legally defensible in all 50 states

Benefits

- Employee resolution skills that prevent hostile work environments
- Effectively engages and educates reluctant participants
- Course emulates live training skill-building activities

Available Versions

Supervisor Course (80 minutes)
Supervisor Course (120 minutes)

Employee Course (60 minutes)

What Participants Will Learn

- Objective process for recognizing subtle sexual harassment, even when the recipient has not said "stop"
- How federal and state harassment/discrimination laws and court decisions impact employers' harassment policies
- How to apply the employer's harassment policy and complaint process in the workplace
- When and how to effectively intervene when prohibited behavior occurs, even when no one has complained
- How to appropriately respond to complaints
- Techniques to recognize and prevent subtle retaliation



Course Modules

- How to Recognize Harassment
 - Practical Methods
 - Sexual Harassment (120-Minute Course)
 - Protected Characteristics Harassment (120 Minute Course)
- How to Personally Stop
- Intervention Techniques - Eight-Step Process
- Receiving Complaints
 - How to Avoid Mistakes
 - Four-Step Interview Process (120 Minute Course)
- How to Recognize and Prevent Retaliation



Best Online Training Product—2007

"as close to face-to-face classroom training as technology can get... My recommendation is an enthusiastic yes!"

Sandra A. Grotewohl
Training Media Review