



Workplace Harassment: Prevention and the Law



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, and
- appointed to California's Blue Ribbon Advisory Commission that reviewed and drafted the state's harassment training regulations
- who delivered AB 1825 training to FEHC staff and commissioners

Features

- Over 45 full-motion video scenarios that demonstrate practical resolution skills
- Engaging, episodic scenarios of realistic workplace situations
- Customizable course content
- Personalized client policy and complaint process page with FAQs
- Legally defensible in all 50 states*
* Modules added for mandated training

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 (70 minutes)
Supervisor Course (120 minutes)

Employee Course (50 minutes)

What Participants Will Learn

- Harassment laws' and court decisions' impact on employers' harassment policies
- Clarification of employer's harassment/discrimination policy and complaint process
- Types of prohibited work environment behavior
- Practical methods to recognize subtle sexual harassment
- How to recognize and prevent retaliation
- Techniques for personally stopping harassment
- How the employer can help stop prohibited behavior
- How to effectively intervene and stop prohibited behavior when no complaint has been made
- How to recognize a harassment complaint when no buzzwords are used
- An effective four-step interview process
- How to intervene with a third-party recipient of harassment
- How to deal with complex situations, e.g., dating, sexual orientation, profanity, and impacts of technology

Workplace Harassment: Prevention and the Law course screen shot



Course Modules

- Law's Impact on Employer's Harassment Policy
- Employer's Policy – *documents that employee accessed company policy*
- Subtle to Hostile Work Environment Sexual Harassment
- Protected Characteristics Harassment
- How to Recognize Retaliation
- How to Stop Prohibited Behavior
- Complex Workplace Situations
- Intervention: Eight-Step Process (Supervisor course only)
- Receiving a Complaint: Four-Step Interview Process (Supervisor course only)
- The Supervisor's Role in Preventing Retaliation (Supervisor course only – 120 minutes)
- Third Party Recipient of Harassment Intervention (Supervisor course only – 120 minutes)
- Three Techniques for Effective Interviewing (Supervisor course only – 120 minutes)

About Anderson-davis, Inc.

Anderson-davis, Inc. has been featured on 20/20 and is a leader in the areas of harassment compliance, harassment investigations, and respectful workplace training for more than 28 years. During that time, ADI has trained hundreds of thousands of employees and produced award-winning video programs and eLearning courses, delivering consistent instructional excellence.