



Harassment Prevention

2 hours leaders
1 hour team members

English | Spanish
In-Person or E-Learning

Mid-to-Senior

Leadership

Team Member

Mid-to-Senior | Leadership Course

Every employer, regardless of where their operation(s) is located, should provide harassment prevention training to supervisors and leaders -at minimum- to mitigate potential risks within the workplace. It is imperative for businesses to identify and address inappropriate behaviors early on, and to create a respectful and safe environment for all employees. Leaders and supervisors will learn and be reminded of California's AB1825 requirements, along with the potential risks an employer and individual faces when confronted with inappropriate workplace behavior, abusive conduct and/or illegal discrimination. Leaders and supervisors are provided with the core understanding needed to change and/or modify workplace behaviors that contribute to harassment, illegal discrimination and retaliation, including sex definitions, diversity, disability / religious accommodations. **This course complies with California AB1825.** (California State AB1825 requires a 2-hour minimum training every 2 years.)

Team Member Course

Employers are strongly encouraged to provide ALL EMPLOYEES (not just leaders/supervisors) with harassment prevention awareness training. It is important for employees to be aware and diligent in recognizing and ultimately reporting inappropriate behavior when observed. This employee-level course focuses on the basics of harassment prevention and abusive conduct; and provides guidance on how to respond to and report inappropriate and offensive behavior. **This course complies with California SB1343.** (California State SB1343 requires a 60-minute minimum training every 2 years.)

These courses will enable mid-to-senior, leaders, and team members to . . .

- Define unlawful harassment, discrimination, and retaliation defined under State and Federal laws.
- Understand what constitutes retaliation and how can it be prevented.
- Identify abusive behavior and list some examples of this type of behavior.
- Learn CA and US protected characteristics exist.
- Take the steps necessary when harassing behavior occurs in the workplace.
- Report harassment complaints.
- Respond to a harassment complaint.
- Respond when subjected to inappropriate behavior and how to respond as a bystander.
- Understand the employer's obligation to conduct a workplace investigation post-complaint.
- Know the essential elements of an anti-harassment policy.
- Recognize the impact harassment has on an organization

Talent Tip

Deliver this training yourself with our Deliver It Yourself (DIY Training Kits). Available for purchase on our website.