

“Workplace Harassment: Educate to Elevate Awareness”

Training Series for Leadership and Human Resources Professionals

1-hour Courses | 2-hour Courses

BEWARE: How These 17 Employment Practices are Discriminatory. (Management/Human Resources).

This course reviews a comprehensive list of discriminatory practices that you may not know were unlawful. Also, it will address how to prevent the discriminatory practices from occurring. This development training is intended to challenge leadership personnel such as human resources professionals and managers.

Workplace Harassment: Defining Responsibilities, Examining Liabilities, and Avoiding \$1 Million Dollars in Damages. (Management/Human Resources).

This course defines the responsibilities of business owners and managers, as it relates to workplace harassment. There will be a thorough discussion about the consequences of failing to properly address and/or prevent workplace harassment. Also, there will be a discussion about the million-dollar punishments for various workplace harassment occurrences.

Fast Facts About Avoiding Discrimination in the Hiring Process. (Management/Human Resources).

In this course, it will identify unlawful discriminatory practices. It will also identify techniques and strategies for lawful employment recruiting. This development training is intended to engage leadership personnel such as human resources professionals and managers.

Let's Cut Right to the Chase! Proactive Leadership/Management is the BEST Workplace Harassment Prevention and Intervention Strategy (Management/Human Resources).

This course strategizes about why 40% to 60% of employees experience harassment in their places of employment, in addition to, emphasizing prevention and intervention techniques.

Workplace Harassment: What You Don't Know Can Cost You (All Employees)

This course examines a brief introduction into what workplace harassment is, which includes sexual harassment, discrimination, and retaliation. The course will identify specific verbal, non-verbal, and physical harassing behaviors, its consequences, and much more. Also, this course will intensively discuss practical prevention measures.

I Know, But Do YOU Really Know What Causes Workplace Harassment? (All Employees)

This course identifies the primary causes of workplace harassment and why they are the foundation of such inappropriate behaviors.

The Nightmares of Workplace Harassment and Why it is Costing Employer's Millions (All Employees)

This course examines the primary causes of workplace harassment, related lawsuits, and court settlements.

Who is Protected Under EEOC Regulations? (All Employees)

It lists and defines all protected classes according to Title VII of The Civil Rights Act of 1964, in which the Equal Employment Opportunity Commission (EEOC) enforces.

Unintentional Ways People Create Hostile Working Environments (All Employees)

It discusses unintentional ways people create hostile working environments without even knowing that they are.

16 Ways to Contribute to a Positive Working Environment in 60 Minutes (All Employees)

This course reveals various methods that can be used to create positive working environments and how to contribute to them as an employee and as a manager.

The Practical Guide to Reporting Workplace Harassment (All Employees)

This course discusses an overview on how to report workplace harassment and to manage realistic expectations of the employees and the employer.

Just Because Workplace Harassment is NOT reported, it Does Not Mean That it Does NOT Exist! (All Employees)

This course analyzes the staggering statistics that 70% to 90% of employees do not report workplace harassments occurrences, and why.

The Ins and Outs of the Workplace Harassment Investigation Process (All Employees)

This course identifies the common steps of a workplace harassment investigation from receiving a complaint to the conclusion of an investigation.

Workplace Violence: 2 million Victims Each Year and Counting (All Employees)

This course explores what workplace violence is, its causes, and its deadly consequences.

The Consequences of Workplace Harassment and Why No One Wins (All Employees)

This course examines why workplace harassment exists and it will provide an in-depth look into its consequences as it relates to Equal Employment Opportunity (EEOC) lawsuits.

What you Need to Know About Diversity and Inclusion in the 21st Century (All Employees)

This course discusses diversity and inclusion in the workplace and various ways to incorporate a productive and safe working environment.

Consensual Relationships in the Workplace: Seeing Hearts or Feeling Heartaches (All Employees)

This course reviews the pros and the cons of engaging in a consensual dating relationship in the workplace while examining fraternization policies.

Workplace Harassment: [www dot cyberbullying dot com](http://www.dotcyberbullying.com) (All Employees)

This course examines workplace harassment as it relates to cyberbullying, e-harassment, and social media.

Workplace Harassment: What You Don't Know WILL Cost You. (Management/Human Resources).

This course is designed specifically for leadership professionals. It provides a comprehensive analysis into what workplace harassment is, which includes sexual harassment, discrimination, and retaliation. The course will identify specific behaviors/acts, intensively identify prevention measures, thoroughly discuss the manager's responsibilities, address prohibited employment practices, review consequences, and much more. This course will provide management personnel with the adequate tools to (1) deter workplace harassment within their organization and (2) resolve workplace harassment issues in a professional, fair, and neutral manner.

Workplace Harassment: What You Don't Know Can Cost You. (All Employees)

This is a comprehensive examination into what workplace harassment is, which includes sexual harassment, discrimination, and retaliation. The course will identify specific verbal, non-verbal, and physical harassing behaviors, its consequences, and much more. Also, this course will intensively discuss practical deterrence methods and how all employees can contribute to a safer working environment.

Not quite A to Z: Conducting Professional Workplace Harassment Investigations. (2-day Course).

This course provides a "basic" introduction of what it takes to properly conduct an investigation into a complaint of workplace harassment, sexual harassment, retaliation, and/or discrimination. The "EEO Investigator Certification" 5-day course is the advanced and recommended course to competently conduct a workplace harassment investigation.

EEO Investigator Certification. (5-day course). *On-site training available- Online format coming soon.*

An EEO Investigator Certification is a 40-hour certification course. This specialized training will set human resources professionals and other management/leadership professionals above the rest. This course is highly recommended for individuals that conduct workplace harassment investigations for their school/district. Note: Certified EEO Investigators are required to obtain at least 8 hours of continuing investigator training per year. Continuing education training can be in a variety of areas, such as EEO relations (sexual harassment, discrimination, retaliation, diversity and, inclusion), interviewing, report writing, effective speaking, humans resources relations, etc.

