

Online Workplace Harassment Course

Leadership

Management and Supervision

Human Resource Management

Professional Development

Productivity and Profitability

Safety Skills

Webcasts

Information and Registration

In 1998, the U.S. Supreme Court gave employers a powerful **affirmative defense** against claims of harassment and discrimination in the workplace. However, if your employees and supervisors are not regularly trained in unlawful harassment prevention, including sexual harassment prevention, this critically important legal defense may be useless to your organization.

Simply, having an anti-harassment policy or sexual harassment policy is not enough. The company is at risk if managers and employees are not trained to be sensitive to comments, gestures, behaviors or mannerisms, which can be construed as harassment or creating a hostile work environment.

Our **Online Workplace Harassment Course** meets your training needs any time, **day or night**. You can pause and restart the course at your convenience, and the program can be delivered to almost any computer with a high-speed internet connection. An online course may be especially useful when:

- Employees have missed your live onsite harassment training
- New employees have been hired since your last live onsite harassment training
- Employees must travel long distances to your training site

Topics that will be covered include:

- Explanation of state and federal law and employer liability
- Description of behaviors which constitute unlawful harassment
- Appropriate responses to offensive behavior

After completing this course, participants will be able to:

- Identify the two types of harassment and explain the difference between the two
- Explain what to do if they become a target or a witness to unlawful harassment
- Explain the best course of action if they are notified that their behavior caused offense

To learn more about our **live** Onsite Harassment Training Program, please call (206) 329-1120 or visit www.wa-emp.com.

**This program is designed for
*All Employees***

Class #: 640

Time: 1 hour

Cost: \$85 per participant

CPE Credits: 1.5

Program Level: Basic

Delivery Method: Group Internet-based

48 hour cancellation notice required

Online Workplace Harassment for Managers and Supervisors

In addition to the content covered in the Workplace Harassment course, this expanded version is specifically designed for those in leadership roles. It offers clear guidance on how to recognize and prevent harassment, and explains a supervisor's responsibilities in responding promptly and appropriately. The topics and objectives described below are included in addition to those described above.

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Topics that will be covered include:

- Supervisory strategies for handling a workplace harassment complaint
- Explanation of supervisors' "individual" liability and their duty to prevent harassment
- Guidelines on promoting a respectful workplace

After completing this course, participants will be able to:

- Explain the first action steps after receiving a complaint of harassment
- List possible course of actions if workplace harassment is suspected
- List examples of supervisory behavior which help promote a safe and harmonious workplace environment

To learn more about our **live** Onsite Harassment Training Program, please call (206) 329-1120 or visit www.wa-emp.com.

This program is designed for
Human Resource and Management Professionals

Class #: 641

Time: 1.5 hours

Cost: \$85 per participant

CPE Credits: 1.5

Program Level: Basic

Delivery Method: Group Internet-based

48 hour cancellation notice required