

## PREVENT HARASSMENT AT YOUR FACILITY

### Train Your Staff to Prevent Discrimination, Harassment and Retaliation

Costly lawsuits, reduced productivity, and negative publicity are just a few of the problems in the hostile work environment that results from harassment. Training your staff on current harassment-prevention laws and appropriate workplace behavior is the best way to avoid expensive legal problems. Developed by emTRaiN, a leading compliance educator, **Preventing Harassment in the Workplace** provides information and guidance regarding federal and state laws that prohibit hostility and prejudice in the workplace. Interactive exercises and case studies provide practical examples of preventing discrimination and harassment. Offered in both English and Spanish, this course meets the legal training requirements for California, Connecticut, Maine, and New Jersey and covers both state and federal harassment definitions. The course trains your staff to handle complaints in a legally appropriate manner and to understand the consequences of retaliatory behavior so that your organization may avoid expensive lawsuits and a hostile work environment.

Working Woman magazine surveyed over 3 million human resource directors and EEO officers about the “soft” costs of harassment. Assuming average wages for various level employees, the survey shows that harassment costs approximately \$300 per employee per year in absenteeism, low productivity and employee turnover. This figure does not include lost staff time or expenses resulting from litigation.

#### Impact:

##### Reduce Risk

- Train staff on the most recent federal and state laws
- Avoid costly lawsuits

##### Be Compliant

- Comply with state and federal sexual harassment laws
- Meet California, Connecticut, Maine, and New Jersey training requirements

##### Reduce Costs

- Avoid paying expensive education consultants

##### Save Time

- Allow employees to train 24x7



Preventing Harassment in the Workplace uses videos and case studies to provide additional information on current laws and regulations.

**Features:**

- Two hours of training to meet California’s Assembly Bill 1825 training requirement
- Video vignettes and case studies
- Interactive case studies, web links and exercises
- Final test to assess learning comprehension
- Documents completion of training
- Available in English and Spanish

**This course is essential for:**

- Meeting California law AB 1825 training requirement
- Meeting Connecticut, Maine, and New Jersey training requirements
- Standardized training
- Orientation
- Professional development

**Course Objectives**

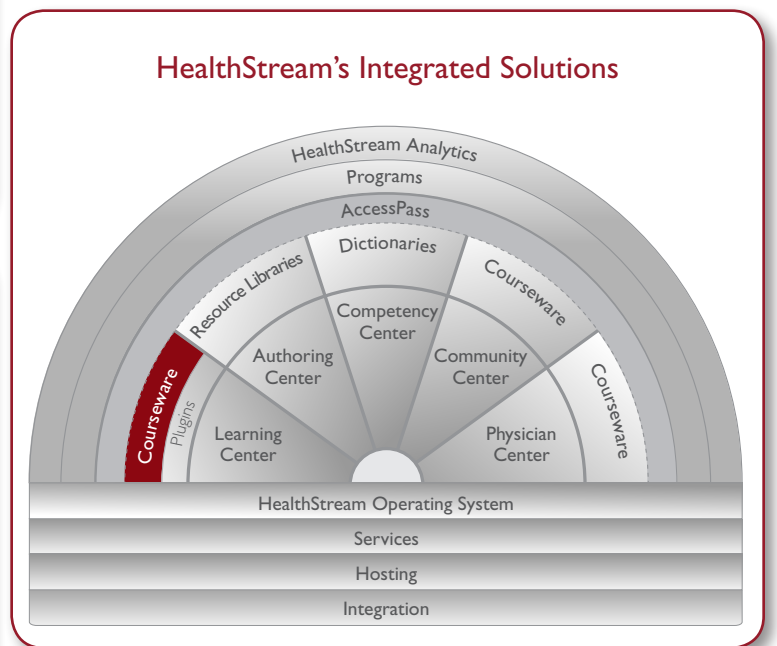
Upon completion of this course, the participant should be able to:

- Understand key federal and state laws
- Know state and federal definitions of harassment
- Learn to identify and prevent workplace harassment
- Know how to handle complaints and investigation in a legally appropriate manner
- Understand appropriate workplace behavior
- Know supervisory responsibilities to respond to inappropriate behavior

**Subject Matter Experts**

\* emTRaiN is an innovative leader in online, on-demand HR compliance training. emTRaiN consists of employment law experts, HR professionals, and trainers who understand the realities of today’s high-pressure work environment and the need for online personnel training to save time and money while creating a positive organizational culture.

User Scale	Recommended For:
<input type="checkbox"/> novice	<ul style="list-style-type: none"><li>• All staff in a supervisory role</li></ul>
<input checked="" type="checkbox"/> advanced beginner	
<input checked="" type="checkbox"/> competent	
<input checked="" type="checkbox"/> proficient	
<input checked="" type="checkbox"/> expert	



**About HealthStream**

HealthStream (NASDAQ: HSTM) is a leading provider of research and learning solutions for the healthcare industry. HealthStream focuses on turning “Insight into Action” for leading healthcare providers and suppliers through continuous measurement and adaptive learning.