



Human Capital Solutions

Employers must provide sexual harassment prevention training to create and maintain a harassment-free workplace. **Protect your business with our Sexual Harassment Prevention Training Programs.**



## Sexual Harassment Prevention Training Available in English & Spanish

The cost of a sexual harassment settlement can be devastating to a business. Minimize harassment claims with compliant & flexible training solutions from Ethos.

Many states require harassment prevention training for supervisors and employees. Requirements vary by jurisdiction. We help employers stay compliant with the specific laws that apply to their workforce.



LIVE / IN PERSON



VIRTUAL\*



ON-DEMAND

Available onsite, virtually or on-demand, our customized approach sets us apart from other training providers. We offer bi-lingual experts that can facilitate engaging training for multi-shift operations, as well as add on services such as reminders for future training cycles, certificates of completion & weekend availability. The magic of human connection allows us to engage with your organization in real time.

*\*Non-state specific courses are available upon request.*

### Employee Course

Our one-hour course is designed to engage participants in a dynamic session that will cover:

- ✓ Compliant with CA's SB 1343
- ✓ An understanding of Unlawful Harassment & Sexual Harassment.
- ✓ Discussion on Gender Identity, Gender Expression & Transgender protections.
- ✓ What does peer to peer liability mean?
- ✓ Deeper look at the 2 types of harassment.
- ✓ Addressing inappropriate workplace behavior by engaging in difficult conversations.
- ✓ What is retaliation & why does it matter?
- ✓ Compelling discussion on Abusive Conduct, aka Bullying.

### Management Course

Our two-hour course is designed to increase awareness of personal & strict liability issues managers face:

- ✓ Compliant with CA's AB1825, AB2053 & SB 1343
- ✓ Deep dive review of all elements of unlawful harassment.
- ✓ Discussion on Gender Identity, Gender Expression & Transgender protections & how to manage subordinate's behavior around peers.
- ✓ What is strict liability & why should I care?
- ✓ Important Legal Standards
- ✓ Review of complaint intake workflow & the importance of addressing complaints inhouse.
- ✓ Statistical data of claims, litigation, awards & other activity at the Federal and State level.
- ✓ Compelling discussion on Abusive Conduct, aka Bullying, presenting this behavior's impact on emotional health & productivity goals.