

For workers and management in the janitorial industry, Ethos offers an interactive in-person two-hour course designed to meet all requirements under **California's Property Service Workers Protection Act**

Employee Course** Covers:

- ✓ Conduct that can constitute harassment, discrimination, and retaliation.
- ✓ The impact and consequences of harassment on the victim and the workplace.
- ✓ The importance of preventing harassment, including harassment based on gender identity, gender expression and sexual orientation.
- ✓ Tools for navigating inappropriate workplace behavior of a sexual nature.
- ✓ Resources for victims of sexual violence.
- ✓ Review of video re-enactments depicting inappropriate workplace behavior, developed by the Labor Occupational Health Program at U.C. Berkeley in collaboration with the Department of Industrial Relations.
- ✓ Industry specific & culturally relevant examples of abusive conduct & how to prevent it.
- ✓ Employee's rights and responsibilities under the State's laws for the prevention of illegal harassment, discrimination & retaliation. Including external resources available to mitigate and investigate harassment complaints.

** Required in-person training

Management Course Covers:

- ✓ Federal and State laws that prohibit harassment, discrimination, and retaliation.
- ✓ The elements of unlawful harassment under the Fair Employment & Housing Act.
- ✓ Conduct that can constitute harassment, discrimination, and retaliation.
- ✓ Review of video re-enactments depicting inappropriate workplace behavior, developed by the Labor Occupational Health Program at U.C. Berkeley.
- ✓ Resources for victims of sexual violence.
- ✓ The impact and consequences of harassment on the victim and the workplace.
- ✓ The importance of preventing harassment based on gender identity, gender expression and sexual orientation.
- ✓ Types of workplace harassment.
- ✓ Responding to potential harassment situations and complaints.
- ✓ Tools for dealing and addressing inappropriate workplace behavior of a sexual nature.
- ✓ Personal liability, important legal standards, defenses, remedies and recoverable damages.
- ✓ The impact of perception and timing on retaliation claims.
- ✓ The perils of abusive conduct and how to prevent it.
- ✓ Employee's rights and responsibilities under the State's laws for the prevention of illegal harassment, discrimination & retaliation. Including external resources available to mitigate and investigate harassment complaints.



CLIENT EXPERIENCE

"Our janitorial services company recently completed mandatory sexual harassment and violence prevention training led by Ivana Sifuentes from Ethos HCS. This training needed to be designed explicitly for our frontline janitorial staff.

Ivana conducted seven two-hour sessions in Spanish to ensure our 130+ employees could fully participate. I was concerned that our team would not engage during the training sessions, but Ivana did an outstanding job keeping all attendees involved. She used questions, discussions, and direct instruction to convey the critical information in a clear and engaging way.

Working with Ethos was awesome! I was able to schedule all the sessions quickly and effortlessly. Many attendees reached out afterward to comment on Ivana's excellent instructorship. Our team truly appreciated how she made this mandatory training informative, interactive, and fun. I recommend Ethos HCS and Ivana Sifuentes to companies requiring high-quality employee training. We will definitely be using their services again for future training needs."

- Mariza Ramirez
Office Manager/HR
DAPA Services Inc.