



## WORKPLACE TOOLS FOR PREVENTING HARASSMENT, DISCRIMINATION AND RETALIATION FOR NON-MANAGEMENT EMPLOYEES™

**Compliance Perspective:** The U.S. Supreme Court has issued three rulings, which underscore the need for employers to take proactive steps and avoid or, at a minimum, mitigate Title VII liability and awards of punitive damages: *Burlington Industries Inc. v. Ellerth*, 524 U.S. 742 (1998); *Farager v. City of Boca Raton*, 524 U.S. 775 (1998); and *Kolsted v. American Dental Association*, 527 U.S. 526 (1998).

Under the Equal Employment Opportunity Commission's (EEOC) Guidelines 29 C.F.R. §1604.11(f), employers need to have an "effective prevention program" that should include an "explicit policy" against harassment, discrimination, and retaliation. Employers should also have a procedure for resolving complaints. As part of the program, employers should "affirmatively raise the subject with all supervisory and non-supervisory employees." Employers have effectively shown they have taken reasonable care and made good-faith efforts to comply with these regulations by having a "multifaceted compliance program" including a variety of compliance efforts such as providing classroom and online training, hotlines, newsletters, policy reminders, and a professionally trained HR department that can respond to and investigate complaints.

**Description and Core Competencies:** This highly engaging and interactive training is tailored specifically to your harassment, discrimination and retaliation prevention policies and federal, state and local laws. The training provides participants with the opportunity to acquire, practice and master the skills they need in daily situations, based upon their legal obligations to prevent harassment, discrimination, and retaliation.

**Recommended for:** All non-management employees.

**Length and Delivery:** Two hours. Course length may be customized based on the training solution; refresher course available for those who have previously attended harassment and discrimination training. Leader-led delivery.



## WHAT IS **clicks&sticks**<sup>®</sup> **training** ?

**Only Mindy Chapman & Associates LLC provides the proprietary Workplace Training That Clicks & Sticks<sup>®</sup>.** Clicks & Sticks<sup>®</sup> Training takes complex legal concepts and distills them down into practical compliance tools for all levels of the workforce. This unique methodology immediately benefits your organization because the customized training is always relevant to the participants' daily conduct (so it Clicks) and memorable long after the training ends (so it Sticks). Clicks & Sticks<sup>®</sup> Training helps employees to quickly acquire compliance information, develop and practice their new compliance skills and ultimately demonstrate mastery of the laws and your policies as they apply in your workplace. Our training provides the highest return on investment of your training dollars because while every organization needs an effective compliance training program in the classroom; it must be sustainable back in the workplace to be valuable. Clicks & Sticks<sup>®</sup> Training helps organizations avoid liability, minimize risk, retain talent and create a culture of respect that values diversity and inclusion.



## CONTACT US

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