

Anti-Harassment Policy Certification

Most organizations now understand the importance of (a) having an anti-harassment policy and (b) being able to show that employees were made aware of the policy and the complaint procedure. For many organizations, computer-based policy-certification and training are de rigueur — or at least should be. WeComply offers a top-notch online course developed in collaboration with Proskauer Rose LLP, a preeminent labor and employment law firm.

But for organizations with large numbers of employees who don't have computer access or skills, e-learning may not be an option. While some of these organizations have managed to push policies and training out to their far-flung workforce, proving that particular employees received them has been nearly impossible. This can leave these organizations defenseless before the EEOC or a jury — even when they had done all the right things.

WeComply developed a telephone-based anti-harassment policy certification to address this problem. From any phone, employees call a toll-free number and follow the IVR (interactive-voice-response) prompts to authenticate themselves. They are then engaged in an interactive quiz and policy certification that takes about five minutes. Results are tracked just like an online WeComply training course and reported in real-time to your organization's training administrator. (Employees who do have computer access/skills can do the same certification online if they prefer.)

Course Summary

This five-minute Certification provides trackable proof that employees received, read and agreed to abide by your organization's anti-harassment policy. It also quizzes employees on basic issues of what harassment is, what a victim should do about it, and what your organization will do in response to a complaint. Finally, it provides employees with an option to report an incident of discrimination or harassment.

The certification is available in English and Spanish. It can be customized and/or made available in other languages if needed.