

## *Preventing Discrimination, Harassment and Retaliation*

California and Connecticut law now requires organizations with at least 50 employees to provide two hours of sexual-harassment training to supervisors at least every two years. The training must provide information and practical guidance on the federal and state laws prohibiting sexual harassment and the remedies available to victims of such harassment in the workplace. In addition, the training must include practical examples aimed at instructing supervisors in the prevention of harassment, discrimination and retaliation.

WeComply has teamed with the Proskauer Rose law firm to develop this online training program specifically designed to meet these requirements. This program covers all the essential topics (listed below) through a combination of text, video vignettes, interactive exercises, "expert commentary" from experienced employment lawyers, links to news items and other ancillary resources, and a final quiz/game to assess employees' understanding of the material.

The Flash plug-in (version 7 or later) is required to view the video vignettes and expert commentary.

### Introducing Speed-Bump™ Technology

Speed-Bumps ensure that users will not click through the program too quickly, without focusing sufficiently on the training content. When the program senses a "quick-click" through important content, a series of "speed bumps" is automatically added in the form of additional content that slows the user down and rounds out the learning experience.

### About Proskauer Rose

For many years, Proskauer Rose LLP has enjoyed a national reputation for the quality and depth of its labor and employment law practice. Proskauer's clients include every form and size of organization, ranging from multinational corporations to local public schools, and cover the spectrum of the nation's economy.

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### Program Summary

The program addresses the following topics:

- Reasons for concern
  - Exposure to EEOC claims and lawsuits
  - Intangible damages
- Anti harassment laws
  - Key federal and state laws
  - Company liability for supervisor harassment and harassment by others
  - Company and supervisory liability under state law
- Sexual harassment
  - Quid pro quo harassment
  - Hostile environment harassment
  - Conduct to be avoided
- Other prohibited harassment
  - Protected characteristics
  - Conduct to be avoided
- Supervisory responsibilities
  - Set the right tone
  - Treat others with respect and dignity
  - Know the Company's policy
  - Respond properly to complaints
  - Assist with the investigation
  - Don't retaliate