



NEWLY LAUNCHED! ELT'S ONLINE WORKPLACE HARASSMENT COURSE DELIVERS ALL-NEW LEGAL CONTENT FROM LITTLER AND EXCITING NEW STORY LINES AND CHARACTERS—FOR A HIGH-IMPACT EXPERIENCE THAT EDUCATES LEARNERS AND MAXIMIZES YOUR LEGAL DEFENSES.

Set as a TV “news show,” this course puts lessons into a vivid, real-world context. Your learners see the impact of harassment and learn how to prevent it. More than 75 interactive exercises model behavior and reinforce the importance of reporting.

Going beyond sexual harassment to cover additional protected categories like race, disability, and sexual orientation, this course meets every state and federal training requirement, including demanding training standards in California (AB 1825) and Connecticut.

Key Solution Features

Backed by Littler. Workplace Harassment is built on the experience of more than 700 attorneys at Littler. Every element is crafted to deliver solid legal content, address the latest trends, create powerful legal defenses, and withstand intense courtroom scrutiny.

Fully Vetted and Endorsed by SHRM. You can trust our training program because SHRM does—for its 250,000-plus members worldwide.

Powerful News Story Format. ELT transports learners into the world of broadcast news, where they explore contemporary issues. Striking new digital-video options create an engaging and effective learning experience based on actual cases and real events.

ELT's Recognized Expertise. Two ELT team members were appointed to the select Blue Ribbon Advisory Committee that drafted regulations for California's landmark statute AB 1825.

An Entirely New Course Every 2 Years. Workplace Harassment is the latest installment of ELT's ongoing commitment to create an entirely new program every 2 years. This course is not just a “refreshed” version of what we built 2 years ago—it is entirely new and built from scratch.

100% Completion Rates Within 7 Days. On average, 95% of learners complete ELT courses just 1.2 days after assignment—and 100% finish within 7 days. Your program comes to a successful conclusion. Your team avoids costly delays and administrative headaches.

Course Details

Bandwidth Options

- *High* – Video & Audio
- *Medium* – Still Images & Audio
- *Low* – Still Images & Text Only

Course Length Options

- Standard 2-hour manager course
- Basic 45-minute manager course
- Standard 1-hour employee course
- Basic 30-minute employee course
- Customize course length by choosing vignettes from ELT's modular content library
- Optional timer ensures minimum training times

Delivery Options

- Host on ELT's robust and scalable LMS
- Host on your own standards-compliant LMS (AICC and SCORM)

Customization Options



- Feature your logo and color scheme.
- Include your harassment policy and confirm receipt via electronic certification.
- Include “Ask a Question” and reporting features, along with access to an extensive database of FAQs that provides immediate answers to learner questions.
- Include a multimedia introduction and conclusion from your key leaders.
- Custom completion certificate.
- Optional scenarios to cover emerging harassment issues.
- Optional Q&A exercises and “Spotlight” screens to highlight your unique policies and procedures.
- Optional 50-state harassment law summary.
- Optional end-of-course quizzes for employees and supervisors.

Content

Story-Based Lessons Train Both Employees and Supervisors on:

- Practical skills to prevent and respond to harassment and retaliation.
- The central role of your harassment policy.
- Definitions of workplace harassment under state and federal laws.
- The rule against retaliation.
- The duty to report and the value of reporting.
- The impact of harassment on the workplace and co-workers.
- The importance of respect and inclusion.

Special Interactive Simulations Train Supervisors on:

- The responsibility to know and apply your harassment policy.
- Receiving complaints, including from “silent,” reluctant, and chronic reporters.
- How to respond to complaints, and when to report “up the channel.”
- Investigation basics and confidentiality.
- Documentation and preserving evidence.
- Potential personal liability.
- Remedies.
- Legal protections and defenses.

Tackles Important Emerging Trends:

- New technologies, like social networking and microblogging.
- Sexual orientation, gay marriage, and gender identity.
- Race and gender stereotypes in politics and pop culture.
- Religious intolerance.
- Family responsibility discrimination.
- Teen harassment.
- Workplace romance and sexual favoritism.
- Health and wellness initiatives.



Changing behavior.
Protecting the bottom line.

Provide your workforce with training of unparalleled quality and join our growing community of more than **5 million** learners in leading organizations.

877-358-4621
info@elt-inc.com
www.elt-inc.com