

# Workplace Harassment Prevention Solution

*Create a Safe and Inclusive Workplace*

Compliance leaders have a lot to consider when developing workplace harassment prevention training programs. Many states require anti-harassment training, and those regulations can change regularly, making it difficult to keep your content up to date and in compliance. Training that only “checks the box” is not enough.

With Skillsoft’s Modular Workplace Harassment Prevention Solution, you can address regulatory requirements and build a culture that promotes respect and rejects harassment. We partner with nationally and globally recognized law firms to develop and maintain our courseware – so it is always accurate and current. Our solutions focus on people, not just rules. Skillsoft’s bystander training empowers employees to recognize harassment in the workplace and provides them with multiple options to intervene when they see this behavior. They put the learner in the victim’s shoes, helping them see the emotional impact of harassing behavior.

## AN OPTIMAL LEARNING EXPERIENCE

Years of scientific research indicate that learners need three things for an optimal learning experience: relevance, meaning, and emotion. Our courses rely on narrative storytelling, real-life scenarios, and movie-level production quality to generate an emotional engagement that strengthens learning and retention.

## STATE-BY-STATE ANTI-HARASSMENT TRAINING

In addition to the Equal Opportunity Employment Commission’s strong recommendation for employee training at the federal level, a number of U.S. states, including California, Connecticut, Delaware, Illinois, Maine, and New York, have enacted sexual harassment training mandates. And as this issue is not only a concern in the U.S., Skillsoft offers additional anti-harassment training courses for locations such as Australia, Canada, India, and New Zealand, as well as globalized content suitable for use worldwide. Our team of subject matter experts monitors changes in the law and updates our courses to ensure the training is always compliant with current regulations.

## MODULAR DESIGN

The modular design structure makes it easy to configure courses to reflect your organization’s unique needs and demographics. Select from an extensive library of interchangeable video content representing various workplace settings and audiences – to better connect with your learners and ensure they feel included.



## #MeToo

Social movements like **#MeToo** continue to rise in importance, especially to younger generations.

**skillsoft** 

Choose from three general types of content created for both managers and employees: office, workplace, and retail.

### OFFICE

Training is aimed at office job roles in a corporate/office environment.

### WORKPLACE

Training is aimed at job roles in a production/industrial, blue-collar environment rather than a corporate/office environment.

### RETAIL

Training contains a mix of workplace scenarios specific to the retail environment.

## BENEFITS

- **ADDRESS REGULATIONS**  
Courses address current federal and state requirements.
- **FOCUS ON PEOPLE**  
Relevant real-life scenarios and meaningful, high-quality production evoke an emotional response.
- **CONNECT WITH YOUR AUDIENCE**  
Configure course content to target both office and non-office employees.

## FEATURES

- **COURSE CONTENT**  
An extensive video library offers realistic scenarios and host-driven content.
- **FLEXIBLE APPROACH**  
With interchangeable scenario video content, you can adapt courses to reflect your organization's employee demographics.
- **MULTI-LANGUAGE SUPPORT**  
Courses are available in English and Latin American Spanish.
- **HIGH-QUALITY CINEMATIC PRODUCTION**  
Videos are produced in a modern, cinematic style to create emotionally engaging stories that reinforce learning objectives.
- **CUSTOMIZATION**  
Address state-mandated customization and include company-specific policies directly within the course content.
- **TRACKING AND REPORTING**  
Monitor, track, and report on training progress and achievement through Percipio Compliance or a third-party platform.



### Course Topics

- + Unlawful Harassment under Federal and State Laws
- + Recognizing Unlawful Harassment
- + Bystander Intervention
- + Manager's Responsibilities
- + Protection Against Retaliation
- + Remedy for Target of Harassment
- + Reporting Channels

...and more!