

emTRAIN EEO: PREVENTING DISCRIMINATION



WHY CHOOSE emTRAIN?

“We chose emTRAIN’s course because it’s the most compelling, and they customized it to fit our culture perfectly.”

—Google

OUR COURSE COVERS:

- * English-only rules
- * Dress & appearance standards
- * Hiring Guidelines
- * And much, much more!

OUR EEO COURSE WILL HELP YOUR MANAGERS AND EMPLOYEES:

- * Confidently identify potential EEO issues;
- * Understand common EEO mistakes and avoid them;
- * Increase their partnership with HR; and
- * Comply with legal requirements while helping foster a workplace free of discrimination.

Workplace discrimination is no laughing matter.

Unfortunately, any stray remark, ill-advised joke, or moment of poor judgment can open the door to a discrimination claim and threaten your company.

In February 2006, the U.S. Supreme Court determined that employees need less evidence to show discrimination than previously required. One stray remark, depending on the context, is now sufficient to show discrimination. [See *Ash v. Tyson Foods*]

Under the new standard, even **one inappropriate remark** is enough to establish a claim, which can be costly to settle or litigate.

PROTECT YOURSELF & YOUR COMPANY

Train your managers and employees on Equal Employment Opportunity (EEO) and Preventing Discrimination. A well-trained workforce can stop discrimination before it starts in these ways:

- * Minimize inappropriate remarks in conversations and email
- * Promote a more respectful, cohesive workforce
- * Mitigate your risk of claims
- * Reduce the potential for punitive damages in litigation

THE emTRAIN SOLUTION

Our interactive, research-based online course, developed by a team of attorneys, covers the difficult-to-deal-with topics of discrimination, harassment, retaliation, discipline, and liability. Our unique course features include:

- * Questions throughout that encourage the learner to apply his or her understanding
- * Videos of workplace scenes that help learners see how problematic behavior can lead to claims
- * A staff of legal experts who will answer your trainees' questions within two business days
- * A special manager version including checklists and specific suggestions for how to take responsibility, respond, and report
- * Our easy-to-use Learning Management System Dashboard, enabling your administrator to launch and track training efforts

CONTACT US FOR A FREE DEMO TODAY, and see why organizations such as Google, The State of California, and McDonalds have chosen emTRAIN's online, on-demand solutions.

emTRAIN Compliance Training, Online, On-Demand www.emtrain.com
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