

Complying With California's AB 1825 and Connecticut's Section 46A: You Can Trust emTRAI*N* For All Your Needs

We are committed to ensuring our courses meet and exceed all state training requirements. In 2007, California finalized the most detailed training requirements in the U.S., which caused a ripple effect on standards in many other states and in other countries. Our 2009-10 course meets and exceeds California and Connecticut's training requirements and enables you to train your workforce effectively and efficiently.



Following are five key reasons why emTRAI*N*'s training stands out:

→ **Our training authors are experienced experts.**

emTRAI*N*'s team of staff attorneys are seasoned employment litigators, and many have served as expert witnesses in court actions on the topics of harassment training and investigations. Further, our staff attorneys collaborate with our Content Advisory Board, who are top employment lawyers and HR professionals at NBC Universal, Sun Microsystems, Cisco, and Waste Management, in order to bring you the most compelling and memorable learning experience.

→ **Our e-learning qualifies as “effective, interactive training.”**

Our training includes the ability to email questions directly to the course trainers. Since this service is required by the regulations, it is included with all our training at no extra charge. Generally, we respond to these “ask the trainer” questions the same day as received, and always within two business days. Because we track and store all “ask the trainer” questions per client, we can copy your administrator if requested, and we will alert you to any tricky situations as outlined in a learner email.

In addition to 14 video vignettes and workplace scenes, our training also includes a real video trainer who discusses the nuances of each scene with the learner. In this way, we've enhanced our e-learning program with the most compelling element of live training. Additionally, the course includes questions in each chapter to test the learners' understanding, review and summary questions, and 8 hypothetical case studies that enable learners to apply the concepts in the course.

→ **Our Litigation Timer and Litigation Report Provide Proof That Your Learners Met the 2-Hour Training Requirement.**

Our course includes our litigation timer which does the following:

1. Timer pauses after three minutes of learner inactivity and resumes upon further learner participation.
2. Timer shows learner how much further time the learner must spend in the program to meet the time requirement.
3. Learner cannot receive a training verification until the timer registers 2 hours of course participation.
4. Timer calculates how much time the learner spends on each page, vignette, case study, review questions, etc.

In the event of litigation, we can also produce a litigation report. Generated by our Dashboard, the report shows the learner's progress through the course, whether the learner watched the videos or the picture workplace scenes, whether the learner listened to the audio or took the course without audio, and exactly how much time a learner spent on each page of the course. We don't believe any other training vendor has the technical ability to generate this type of “bullet-proof” litigation report.

→ **Our Dashboard makes it easy to track and launch training.**

emTRAI*N*'s learning management system—the Dashboard—makes it easy for you to launch and track compliance training. Our training management cycle feature enables your administrator to calendar re-training based on an individual tracking system or pursuant to a designated training year. After your administrator sets his or her preferences, the Dashboard will automatically generate the re-training launch, and will remind the administrator to launch the training effort. Our Dashboard also syncs with HRIS systems to automatically make changes to the learners, (i.e., add new learners or suspend inactive learners) to reflect an organization's personnel changes. Further, our system includes a field to track in-person training so you can track and organize all of your training efforts, regardless of format or training author. Lastly, each customer is assigned an emTRAI*N* account manager and a technical support representative to ensure a smooth launch and training roll-out for each and every training effort.

→ **Our Training Is Customized To Various States and Countries.**

We've expanded our offerings in response to numerous customer requests, and we now offer courses customized to reflect various laws in many U.S. states and in Canada. We also offer a global version.

TESTIMONIALS

“Thanks! It was the best online training I've ever done. Nice job.”

—Russel Weiss, Manager,
Drivecam

CONTACT US

See the following page for a detailed list of the new requirements and where they are covered in our course.

Preventing Harassment in the Workplace: Meeting or Exceeding All State Requirements

To comply with California's AB 1825 and Connecticut Section 46A requirements, we offer specific California and Connecticut courses that cover both California and federal law.

This course is delivered in both English and Spanish and can be translated into other languages as well.



Course At A Glance



OUR COURSE COVERS:

- A definition of unlawful harassment under state and federal law
- Types of conduct that constitute sexual harassment
- Remedies available for sexual harassment
- Strategies to prevent workplace harassment
- Practical examples and workplace scenes
- The complaint and investigation process
- What to do if a manager is personally accused of harassment

Below are the AB 1825 and Section 46A requirements (taken from the regulations) and where they are covered in emTRAIN's course:

Covered in...	Training Requirement
Chapter 3 Definition of Harassment	A definition of unlawful sexual harassment under the Fair Employment and Housing Act (FEHA) and Title VII of the federal Civil Rights Act of 1964.
Chapter 4 Types of Harassment	The types of conduct that constitute sexual harassment.
Chapter 15 Liability	Remedies available for sexual harassment victims.
Chapter 16 Prevention	Strategies to prevent sexual harassment in the workplace.
Chapter 13 Managers	The limited confidentiality of the complaint process.
	The employer's obligation to conduct an effective workplace investigation of a harassment complaint.
	Training on what to do if the supervisor is personally accused of harassment.
Chapter 14 Policy	Resources for victims of unlawful sexual harassment, such as to whom they should report any alleged sexual harassment.
	The essential elements of an anti-harassment policy and how to utilize it if a harassment complaint is filed.
Throughout the course; Chapters 9 & 18 Case Studies	Fair Employment and Housing Act (FEHA) and Federal EEOC Title VII statutory provisions and case law principles concerning the prohibition against and the prevention of unlawful sexual harassment
	"Practical examples," such as factual scenarios taken from case law, news, and media accounts, hypotheticals on workplace situations, and other sources that illustrate sexual harassment, discrimination, and retaliation using training modalities such as role plays, case studies, and group discussions.