

Ascentis[®]

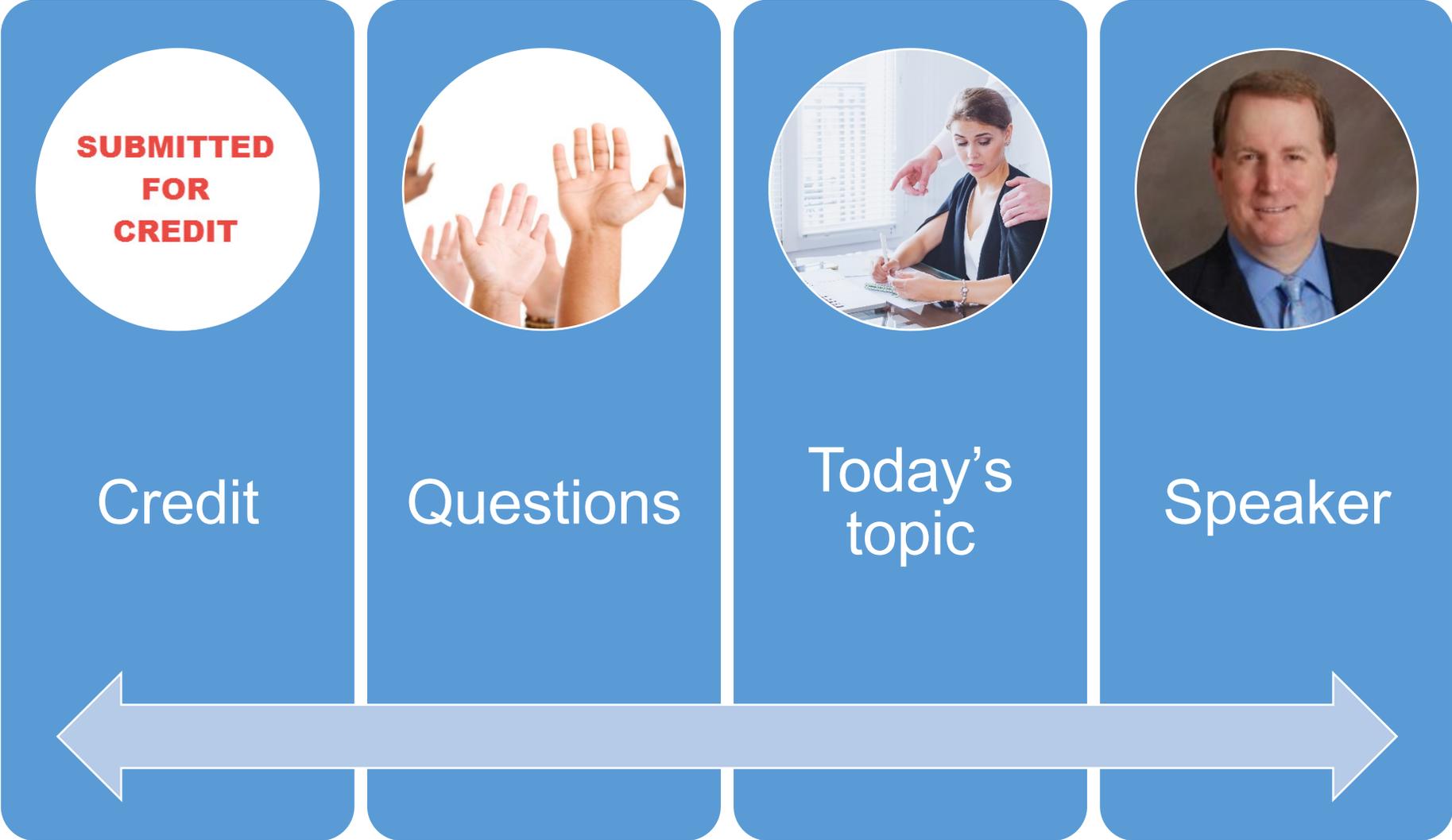
Solutions (th)at Work



**Ensuring That #MeToo is #NotUs:
What Every Employer Must Do NOW!**

**March 21, 2018
Bob Greene**

Ascentis®



Stay on the
webinar, online for
the full 60 minutes

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your unique URL

Program codes
delivered by email,
to registered email,
by May 12, 2018

Ask questions in the GoToWebinar Panel



Bob Greene

Bob Greene currently serves as Channels Manager and Sales Trainer at Ascentis. Bob's 38 years in the human capital management industry have been spent in practitioner, consultant and vendor/partner roles. As practitioner, he managed payroll for a 5,000 person bank in New Jersey. As consultant, he spent 8 years advising customers in HRMS, and payroll and benefits system design as well as acquisition strategies. Bob also built a strategic HCM advisory practice for Xcelicor (now Deloitte Consulting.)

As vendor/partner, he has had prominent roles in sales support, marketing and product management at several companies and currently Ascentis. Bob recently re-joined the Editorial Board of IHRIM's Workforce Solutions Review journal, as Contributing Editor. His experience also includes two years as Adjunct Lecturer in HRIS at Benedictine University in Lisle, Illinois. In addition to his 38 years of experience, Bob also holds a BA in English from Rutgers University.

- “In Compliance, Out of Court and Off the Front Page:” Three Places Every Employer Needs To Stay
- Sexual Harassment “By the Numbers”
- New Visibility on the Problem: #MeToo #TimesUp
- How We Got Here: Innocent Origins, and Five Things You May Not Know About Harassment
- Compliance Challenges
 - State Laws
 - Federal Law
 - “Hidden” Compliance Factors
- HCM Technology Solutions
 - Policy Acknowledgement
 - Electronic Workforce Supervision
 - Training Delivery
 - Training Content
- How Ascentis Can Help

\$ 698,700,000

Total settlements employers have paid out to employees alleging harassment through the EEOC’s prelitigation process since 2010

40%

Plaintiff win rate for cases making it to a jury trial

\$ 53 K vs. \$ 217 K

Difference between the average pre-trial settlement and the average jury award

\$ 187,583

Average Recovery in Title V federal discrimination lawsuits

75/75 (Coincidence?)

75% OF VICTIMS REPORT EXPERIENCING EMPLOYER RETALIATION

75% OF ALL HARASSMENT INCIDENTS MAY GO UNREPORTED

Think It All Started in Hollywood? Not Quite!*

- **Gilbert v. Daimler Chrysler (1999): \$21 million**
- **Sanders v. Madison Square Garden (2007): \$11.5 million**
- **Alford v. Aaron's Rents (2011): \$95 million**
- **Ingraham v. UBS Financial Services (2011): \$8.4 million**
- **Chopourian v. Catholic Healthcare W (2012): \$168 million**
- **Gretchen Carlson v. Roger Ailes (2016): \$20 million**

***some of these jury awards were later reduced on appeal or on post-verdict settlements, with the final settlement amounts frequently protected by Non-Disclosures**



Entertainment & Arts

Harvey Weinstein scandal: Who has accused him of what?

20 December 2017



Kate Beckinsale, Lysette Anthony and Gwyneth Paltrow are among more than 50 women who have come forward with allegations ranging from rape to



Entertainment & Arts

Kevin Spacey timeline: How the story unfolded

11 December 2017



Hollywood sexual harassment scandal



Entertainment & Arts

Matt Lauer: NBC sacks star Today Show host over sex allegation

29 November 2017



Hollywood sexual harassment scandal



Matt Lauer, one of the most famous TV news anchors in the US, has been fired by NBC over an allegation of sexual misconduct.

NBC said: "On Monday night, we received a detailed complaint from a colleague about inappropriate sexual behaviour in the workplace by Matt Lauer."

Top Stories

Porn star 'threatened over Trump affair'

Stormy Daniels says she was told to 'leave Trump alone' after her claims of an affair, which he denies.

12 minutes ago

Children killed in Russian mall inferno

35 minutes ago

Ex-leader's arrest sparks Catalan protests

1 hour ago

Features



'Our message to the world'



...can be (or become) another person's harassment.

It all can start so innocently...

- As many as 40% of relationships start at work.
- 38% of workers report that they have dated a co-worker at least once over the course of their career.
 - **Of this 38%, more than a quarter (28%) have dated someone in a higher position.**
- While some employers take the approach of banning workplace relationships altogether, this approach is unrealistic from a human behavior perspective, and likely only drives the relationships that do originate "underground" (hidden from supervisor view.)

...can be (or become) another person's harassment.

...And then things can go SO wrong...

- The latest statistics indicate that between 40-50% of all women have experienced sexual harassment in the workplace.
- In addition to 75% of all victims choosing not to report harassment, only a third of people who witness it come forward to report it.
- Harassment complaints from men are rising as well: from 8% of all complaints in 1990 to 17% in 2015.
- It is generally recognized that the set of victims with whom we must be concerned goes beyond the person alleging harassment. Victims include:
 - Those wrongly accused, who suffer real reputational and potentially career harm.
 - Those who witness harassment, because it creates a climate of fear, and/or can encourage them to act in similar, disrespectful ways.

...about Sexual Harassment

1. Not All Industries Are Created Equal

- In male-dominated industries (e.g., construction, some areas of manufacturing), women are still seen as interlopers, and harassment is worse.
- A recent study of several hundred hospitality workers in the Chicago area, revealed that:
 - 58% of hotel workers, and
 - 77% of casino workers surveyed

...had been sexually harassed by a guest at least one time.

The surveying organization's "revealing" report on the problem was entitled: "Hands Off; Pants ON!: Sexual Harassment in Chicago's Hospitality Industry."

Another surprising (?) fact: Just 19% of hospitality workers surveyed had received any sort of training from their employer on how to deal with sexual harassment by guests.

2. 75% of Harassment Victims Experienced Retaliation When They Spoke Up

- What did the Weinstein, Lauer, Spacey, O'Reilly, Ailes and countless other Hollywood cases in the last year have in common?
 - Implied, on in some cases, open and documented, threats to the victims to “end their careers” if they spoke up about the abuse
 - This is because it's well recognized that sexual harassment is an “offense of opportunity” by the powerful over the powerless.
- Bear in mind that any form of proven retaliation automatically forms a second and separate cause of action by the employee against the employer, under both Title VII and various federal Whistleblower statutes.

HR Technology Tip!: The ability to maintain confidential notes and documentation in your Human Capital Management system, accessible by the users' choice of “only admins” or “only admins and management” facilitates reporting that victims can trust.

3. When Acts of Harassment Are Specifically Defined, More Victims Report Incidents

- In a recent survey, when female employees were asked whether they ever experienced sexual harassment, without any definition of the term, 25% reported that they had.
- But when the term was defined and examples were given (sexual coercion, crude jokes...) the number reporting harassment rose to **60%**.
- So it starts with well-written and easily understandable anti-harassment policies. But it most certainly doesn't end there:
 - Learning Management Systems are needed to ensure that employees don't just read and acknowledge these policies, but understand them as well.
 - The subject needs to come out from the shadows (#MeToo is certainly helping with that) and be a subject of everyday conversation within organizations, removing the shame from reporting.

HR Technology Tip!: An Employee Self-Service Home Page is the perfect place to feature a permanent “widget” entitled “[Our Corporation] is Proud to Maintain a Harassment-Free Workplace” loaded with clickable links to policies, the employee handbook, and LMS training...perhaps even a reporting form?

4. Once-a-year Mandated Training (ILT or Seminars) Likely Does Nothing!

- Even the EEOC admits the ineffectiveness of once-a-year training. Its recent report states:
“Much of the training done over the last 30 years has not worked as a prevention tool – it’s been too focused on simply avoiding legal liability.”
- Two ways to combat the tone-deafness promoted by “repetitive, forced training marches”:
 - offer “at-my-own-pace” CBT, with SCORM-based embedded evaluations
 - focus on middle managers. They are frequently the key to disseminating policies effectively, and promoting real respect for the spirit of the employer policy, not just the letter

HR Technology Tip!: SCORM (or AICC) compliance, in both the LMS delivery mechanism, and the content being used, offers an organization piece of mind that all currently identified and mandated harassment training regulations are in place: bookmarking for those wishing to take the training in multiple sessions, test/quiz administration, and historical records around all aspects of the training experience.

5. With Apologies to Dylan, “The Times, They Are A-Changin’!”

- The front lines of sexual harassment prevention move **almost every day!**
 - In late 2017, the US Labor Department, for the first time ever in its history, sued and won on behalf of a plaintiff alleging same-sex discrimination. By precedent, this may be seen as adding sexual orientation to the bases under Title VII that an employer can be held liable for sex discrimination throughout the country.
 - California, always in the forefront of these fights, has moved on and modified AB1825 with SB396 (2017). Effective 1/1/2018, mandatory anti-sexual harassment training must include training on gender identity, gender expression, and sexual orientation. So discussions designed to ensure everyone understands the basis of trans-gender issues for employees have been “forced into the open” by California.

HR Technology Tip!: If you’re the Training Manager, CHRO, or Diversity Director at your company, do YOU want to have to monitor all the latest changes and inclusions, state-by-state, in training mandates and required policy revisions? Choosing a SCORM or AICC-compliant content partner (offering this type of content) does this for you automatically, and provides the updated content seamlessly on a SaaS basis.

THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

TRANSGENDER RIGHTS IN THE WORKPLACE



WHAT DOES "TRANSGENDER" MEAN?

Transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender expression is defined by the law to mean a "person's gender-related appearance and behavior whether or not stereotypically associated with the person's assigned sex at birth." Gender identity and gender expression are protected characteristics under the Fair Employment and Housing Act. That means that employers, housing providers, and businesses may not discriminate against someone because they identify as transgender or gender non-conforming. This includes the perception that someone is transgender or gender non-conforming.

WHAT IS A GENDER TRANSITION?

- 1 "Social transition" involves a process of socially aligning one's gender with the internal sense of self (e.g., changes in name and pronoun, bathroom facility usage, participation in activities like sports teams).
- 2 "Physical transition" refers to medical treatments an individual may undergo to physically align their body with internal sense of self (e.g., hormone therapies or surgical procedures).

A person does not need to complete any particular step in a gender transition in order to be protected by the law. An

employee must be allowed to dress in accordance with their gender identity and gender expression. Transgender or gender non-conforming employees may not be held to any different standard of dress or grooming than any other employee.

What are the obligations of employers when it comes to bathrooms, showers, and locker rooms? All employees have a right to safe and appropriate restroom and locker room facilities. This includes the right to use a restroom or locker room that corresponds to the employee's gender identity, regardless of the employee's assigned sex at birth. In addition, where possible, an employer should provide an easily accessible unisex single stall bathroom for use by *any* employee who desires increased privacy, regardless of the underlying reason. Use of a unisex single stall restroom should always be a matter of choice. No employee should be forced to use one either as a matter of policy or due to harassment in a gender-appropriate facility. Unless exempted by other provisions of state law, all single-user toilet facilities in any business establishment, place of public accommodation, or state or local government agency must be identified as all-gender toilet facilities.

FILING A COMPLAINT

If you believe you are a victim of discrimination you may, within one year of the discrimination, file a complaint of discrimination by contacting DFEH.

If you have a disability that prevents you from submitting a written intake form on-line, by mail, or email, DFEH can assist you by scribing your intake by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711) or call us through your VRS

Three States Mandate Training So Far: More to Come?

- **Maine (since 1991)**
 - Employers with 15 or more employees must conduct anti-sexual harassment training for all new employees within one year of employment start date.
- **Connecticut (since 1993)**
 - Employers with 50 or more employees must provide 2 hours of anti-sexual harassment training to all supervisors within 6 months of the assumption of a supervisory role.
 - Encourages, but does not require, re-training every 3 years.
- **California – AB1825 (since 2004)**
 - Employers with 50 or more employees (including independent contractors) must provide 2 hours of anti-sexual harassment training to all California-based supervisors, every 2 years.
 - New hires and/or promotions must be trained within 6 months of assuming a supervisory role.

Three States Mandate Training So Far: More to Come?

- California's law is unique, specific, and set many new standards:
 - It was the first sexual harassment training law to define "periodic."
 - It was the first sexual harassment training law to define "effective" training.
 - Programs must be highly "interactive" with mandatory exercises, Q&A and hypotheticals.
 - Expertise Threshold – Trainers must be:
 - Employment attorneys admitted to the bar for 2+ years OR
 - HR professionals with 2+ years of practical experience in workplace harassment advising, training, complaint handling and/or investigations OR
 - Law school or university professors with a post-graduate degree and either 2 years or 20 instruction hours teaching about employment law.
 - For e-learning, "2 hours" is a program that takes "no less than 2 hours to complete."
 - E-learning programs need paced timers, or mandatory audio files requiring attendance for at least 2 hours. (Think "SCORM Compliance.")
 - Online, live, and webinar solutions may be used, but they must have:
 - The ability to ask questions (can be separate flow from pre-recorded materials)
 - Harassment Policy distribution (record-keeping is paramount here)
 - Track and maintain history (for two years minimum) of individual training records

Title VII of The Civil Rights Act of 1964 (Pub. L. 88-352)

- SEC. 2000e-2. [Section 703]

(a) Employer practices

It shall be **an unlawful employment practice** for an employer -

(1) to fail or refuse to hire or to discharge any individual, or otherwise **to discriminate against any individual with respect to his compensation, terms, conditions, or privileges** of employment, **because of such individual's** race, color, religion, **sex**, or national origin; or

(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.

Notice what words are NOT present? “Sexual harassment.”

Title VII of The Civil Rights Act of 1964 (Pub. L. 88-352)

From the EEOC website, specific to sexual harassment:

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

The Constantly Expanding Application of Title VII by Federal Courts*

- **Supreme Court Decisions Expanding Scope of Title VII to Include Same-Sex Harassment**
 - **Oncale v. Sundowner Offshore Svcs.**, 523 U.S. 75 (1998): **Same-sex harassment does constitute sex discrimination under Title VII**
 - **Price Waterhouse v. Hopkins**, 490 U.S. 228 (1989): **Title VII prohibits employment discrimination base on sex “stereotypes”** (e.g., the employer’s expectation of what is gender-appropriate dress).
- **Federal Court Decisions Supporting Coverage for Trans-Gender Individuals as Sex Discrimination**
 - **Chavez v. Credit Nation Auto Sales, LLC**, 2016 WL158820 (11th Cir., Jan 14, 2016)
 - **Glenn v. Brumby**, 663 F.3d 1312 (11th Cir., 2011): Defendant Georgia General Assembly **discriminated against the plaintiff by terminating her because she was transitioning from male to female.**
 - **Baker v. Aetna Life Ins., et. al.**, 2017 WL 131568 (N.D. Tex., Jan 13, 2017): Claim was allowed under Title VII **sex discrimination based on denial of coverage under employer-provided health insurance plan for costs associated with gender reassignment surgery.**
- **Federal Court Decisions Supporting Coverage of Sexual Orientation-Related Discrimination as Sex Discrimination**
 - **Hively v. Tech. Cmty. Coll. of Ind.**, 2017 WL 1230393 (7th Cir., Apr 4, 2017): **Title VII's prohibition on sex discrimination incorporates a prohibition on sexual orientation discrimination**, overruling its contrary prior precedent.

Sarbanes-Oxley Act of 2002 (Applicable to Publicly Traded Companies)

- Publicly traded companies must disclose if they have a Code of Conduct for senior leaders, or explain why not.
- The Act creates a cause of action for whistleblowers who suffer discrimination because they complained of ethical violations. Average SOX discrimination claim awards now routinely exceed “classic” discrimination claims:
 - Average Recovery in SOX Whistleblower Discrimination Lawsuit: \$270,000
 - Average Recovery in Title VII Discrimination lawsuit: \$187,583
- Training is not expressly required under SOX, but:
 - Section 301 of SOX requires clear communication of reporting channels and protocols.
 - Audit Committees must establish a procedure for the confidential, anonymous reporting of complaints. (Section 301(4)).

Federal Sentencing Guidelines of 2004 (Applicable to Federal Defendants)

- For companies found violating federal rules, the FSG sets out uniform sentencing policies. And yes, these apply to employers.
- The FSG apply to all organizations: public, private, government or non-profit
- The FSG mandate periodic and effective ethics and legal compliance training:
 - Scope: all employees must be trained: "...members of the governing authority, high-level personnel, substantial authority personnel, the organization's employees, and as appropriate, the organization's agents."
 - Training must be formal.
 - Training must be effective – distributing a code of conduct alone is NOT enough
- For organizations complying with these requirements, potential fines for defendants can be reduced **up to 95%**.

Federal Acquisition Regulations, as amended in 2008 (Federal Contractors)

- FAR is a set of regulations that govern how companies do business with the federal government.
- FAR applies to all contractors with at least one contract valued at \$5 million or above and requiring more than 120 days to perform.
- Affirmatively requires subject employers to establish an employee code of conduct, and a training program designed to promote compliance with that code:
 - Training must be ongoing and given to all employees
 - For companies newly subject to FAR, if such a training program is not already in place, it must be implemented within 90 days of new contract award.
- Failure to provide the mandated training can result in withheld payments, loss of award, or even permanent debarment.

You already do this:



But are you sure you can:

- Archive policy acknowledgement signature pages without limit or risk of loss?
- Put your hands on them quickly and easily when they are needed?
- Change them easily when the law changes (as it so frequently does)?

A great HCM solution should:

- Make it easy to collect all required signatures, electronically, and PRE-Day-One!
- Offer policy content to employees that differs based on YOUR choice of criteria: work state, supervisor status, etc.
- Allow for unlimited policy acknowledgement storage (in both size and retention period) WITHOUT additional charges.

Because when we ask employees to post their selfies in Self-Service:

It should look like this...



...And not this!



Remember, in the age of “everything self-service,” workflow is your electronic workforce supervisor

Because when we ask managers to assess their direct reports' performance:

It should look like this...

List three areas of improvement:

Mary has excellent administrative skills as evidenced by the documentation she maintains after each customer interaction. She can improve a bit on the timeliness of those notes, by setting aside a few minutes....

...And not this!

List three areas of improvement:

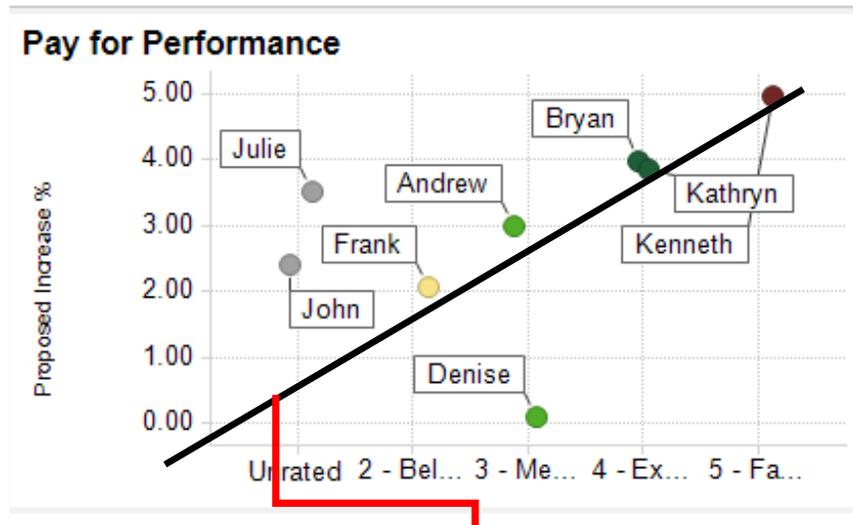
Like most female employees on our team, Mary.....

(It really doesn't matter WHAT comes after that, the damage is done if it isn't caught in the workflow approval process...)

Remember, in the age of "everything self-service," workflow is your electronic workforce supervisor

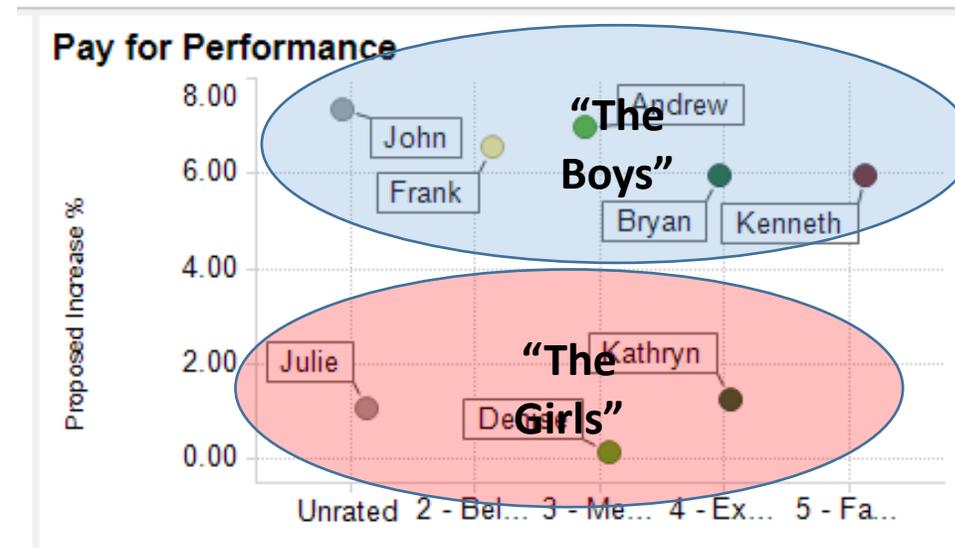
Because when we ask managers to distribute their merit budgets:

It should look like this...



↓ Ideal (Compliant) Regression Line

...And not this!



Remember, in the age of "everything self-service," workflow is your electronic workforce supervisor

The Role of Great Workflow Capabilities



- HOME
- MY SELF
- MY TEAM
- BENCHMARKS
- MY COMPANY
- ADMIN

- My Team
- My Team Home
- Direct Reports
- Task List
- Approval History
- Performance and Development
- Compensation Planning
- Find Employee
- Add Employee

Search For: + More Search Options...

Approval History

4 tasks

| Process Name |
|--|
| Compensation Information - Add |
| Compensation Information - Add: Automatically Approved |
| Compensation Information - Add: Automatically Approved |
| Employment Status - Add |

Print Details

Compensation Information - Add

Task Summary

| | | | |
|------------|--------------------------------|---------------|--------------|
| Process: | Compensation Information - Add | Status: | < Approved > |
| Employee: | Easton, Julie | Due Date: | |
| Initiator: | Taylor, Matthew | Initiated on: | 6/13/2016 |

Details

| Field Changed | Old Value | New Value |
|----------------------------|----------------|--------------------|
| Start Date | 6/1/2015 | 11/30/2016 |
| Hours Per Week | 40.0000 | 40.00 |
| Comments | | Great job Julie! |
| Amount | \$52,000.00 | \$53,560.00 |
| Compensation Change Reason | Merit Increase | Annual Adjustments |

History

- Taylor, Matthew (as Supervisor) - 95 weeks ago
- Lu, Harold B. (as Next Supervisor) - 95 weeks ago
- Lu, Harold B. (as CEO) - 95 weeks ago
- Jones, Tanisha (as Always Last Approver) - 95 weeks ago

- prover
- anisha
- anisha

- HOME
- MY SELF
- MY TEAM
- TRAINING
- GIVE KUDOS
- REPORTS
- SETTINGS

Activity Catalog

Home

Catalog Search

- #### Search Filters
-
- + Types
 - + Categories
 - Workplace Compliance
 - + Job Families
 - + Packages
 - + Competencies
 - + Providers
 - + Products

Search Results (6)

Results Per Page: 10

| Type | Activity Name | Rating | Status | | |
|------|--|----------------|------------|--------------------------------------|---------------------------------------|
| | Anti-Harassment: Anti-Harassment for Everyone | Not Applicable | InProgress | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |
| | Anti-Harassment: Anti-Harassment for Managers | Not Applicable | Passed | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |
| | Anti-Harassment: Anti-Harassment in Court | Not Applicable | | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |
| | Anti-Harassment: Anti-Harassment Investigating Complaints | Not Applicable | | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |
| | Anti-Harassment: Anti-Harassment Review | Not Applicable | | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |
| | Anti-Harassment: Anti-Harassment Writing and Communicating an Effective Policy | Not Applicable | | <input type="button" value="Start"/> | <input type="button" value="Assign"/> |

Page 1 of 1

The Role of a Learning Management System

Ascentis.

- HOME
- MY SELF
- MY TEAM
- TRAINING
- GIVE KUDOS
- REPORTS
- SETTINGS

Catalog Analysis

Customize | ▾

Home

Catalog

Quick Filters

This shows ALL the activities in your Catalog. Use the quick filters below to explore, or open the Filter Panel to do more indepth filtering. The Quick Settings below are groupings of filters for quick access.

Reset Filters

Show Filters

Quick Settings:

Show Active Activities

Show Active Internal Activities

Show External Activities Only

Select Category:

- Type to search in list
- (All) 81 values
 - Business Acumen Skills
 - Business Basics
 - Business Grammar
 - Business Math
 - California Anti-Harassment
 - Commercial Real Estate

Activity Catalog

| Activity | ActivityType | CourseNumber | ActivityStand... | HoursPerDay | Cost | Keyword |
|---|--------------|-----------------|---------------------|-------------|------|---------|
| Sexual Harassment | WBT | e5c90b6f42b1... | AICC | 0.00 | 0.00 | |
| Preventing Harassment | WBT | ebdd41d0d80c... | AICC | 0.00 | 0.00 | |
| Annual Harassment Training | WBT | e986c5b4886b... | Default Activity... | 0.00 | 0.00 | |
| Anti-Harassment: Anti-Harassment for Everyone | WBT | EJ4-WFC-0006 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment for Everyone - California | WBT | EJ4-WFC-0003 | SCORM | 0.21 | 0.00 | |
| Anti-Harassment for Everyone - Connecticut | WBT | EJ4-WFC-0004 | SCORM | 0.21 | 0.00 | |
| Anti-Harassment for Everyone - Maine | WBT | EJ4-WFC-0005 | SCORM | 0.21 | 0.00 | |
| Anti-Harassment: Anti-Harassment for Managers | WBT | EJ4-WFC-0010 | SCORM | 0.21 | 0.00 | |
| Anti-Harassment for Managers - California | WBT | EJ4-WFC-0007 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment for Managers - Connecticut | WBT | EJ4-WFC-0008 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment for Managers - Maine | WBT | EJ4-WFC-0009 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment: Anti-Harassment in Court | WBT | EJ4-WFC-0014 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment in Court - California | WBT | EJ4-WFC-0011 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment in Court - Connecticut | WBT | EJ4-WFC-0012 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment in Court - Maine | WBT | EJ4-WFC-0013 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment: Anti-Harassment Investigating Complaints | WBT | EJ4-WFC-0018 | SCORM | 0.15 | 0.00 | |
| Anti-Harassment Investigating Complaints - California | WBT | EJ4-WFC-0015 | SCORM | 0.18 | 0.00 | |
| Anti-Harassment Investigating Complaints - Connecticut | WBT | EJ4-WFC-0016 | SCORM | 0.18 | 0.00 | |
| Anti-Harassment Investigating Complaints - Maine | WBT | EJ4-WFC-0017 | SCORM | 0.18 | 0.00 | |
| Anti-Harassment: Anti-Harassment Review | WBT | EJ4-WFC-0022 | SCORM | 0.21 | 0.00 | |
| Anti-Harassment Review - California | WBT | EJ4-WFC-0019 | SCORM | 0.12 | 0.00 | |
| Anti-Harassment Review - Connecticut | WBT | EJ4-WFC-0020 | SCORM | 0.12 | 0.00 | |
| Anti-Harassment Review - Maine | WBT | EJ4-WFC-0021 | SCORM | 0.12 | 0.00 | |
| Anti-Harassment Writing and Communicating Policy | WBT | | SCORM | 0.18 | 0.00 | |
| Anti-Harassment Writing and Communicating Policy - Califor... | WBT | | SCORM | 0.18 | 0.00 | |
| Anti-Harassment Writing and Communicating Policy - Conne... | WBT | | SCORM | 0.18 | 0.00 | |
| Anti-Harassment Writing and Communicating Policy - Maine | WBT | | SCORM | 0.18 | 0.00 | |
| Understanding Harassment: Introduction to Understanding H... | WBT | | SCORM | 0.12 | 0.00 | |

Filters

Type to search filters

Catalog Base Query

Activity

harassment

ActivityType

Type to search in list

(All) 1 values

WBT

Activity Standard

- AICC
- Default Activity Standard
- SCORM
- User Content

Cost

0.00 250.00

CourseNumber

Type to search in list

(All) 56 values

e5c90b6f42b1538

The Role of a Learning Management System

Course Analysis

Customize | v

- Training History
- Activity Rank
- Category Rank
- Overdue Training**
- Incomplete Training
- Total Training Hours

Quick Filters
This page shows ONLY those activities that are overdue.

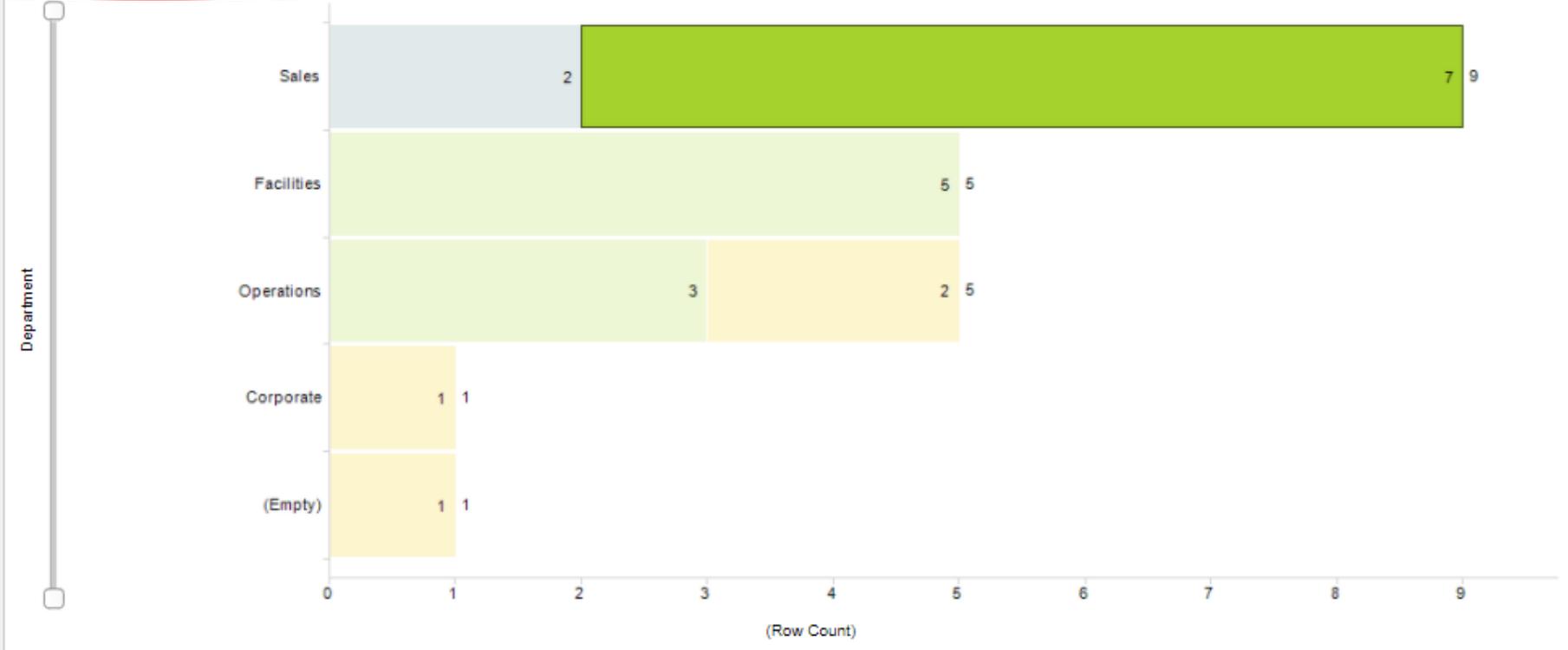
[Reset Filters](#)
[Reset Marked Records](#)

- Activity Status:**
- Type to search in list
- (All) 19 values
 - Completed
 - Passed
 - Failed
 - Complete Pending Post Test
 - Pending Manager Follow-up
 - In Progress

View by:
Department

- Select Category:**
- Type to search in list
- (All) 81 values
 - Business Acumen Skills
 - Business Basics
 - Business Grammar
 - Business Math
 - California Anti-Harassment
 - Commercial Real Estate

Overdue Training



Color by:
Current Status
● In Progress
● Not Started
● Recertification

User Details

| Activity | Employee | Manager | Due/Recert Date |
|----------|----------|---------|-----------------|
|----------|----------|---------|-----------------|

Category Rank



California Anti-Harassment

- o Workplace Bullying

Anti-Harassment

- o History of Sexual Harassment*
- o Anti-Harassment for Everyone*
- o Anti-Harassment for Managers*
- o Examples and Scenarios*
- o Writing and Communicating an Anti-Harassment Policy*
- o Investigating Complaints*
- o Anti-Harassment in Review*

Understanding Harassment

- o Introduction to Understanding Harassment*
- o Creating a Healthy Culture*
- o Understanding Offenders*
- o Understanding Targets*
- o Warning Signs*
- o Bystander Training*
- o Understanding Harassment in Review

Connecticut Anti-Harassment

- o Harassment & Discrimination - Connecticut Introduction

Anti-Harassment

- o Anti-Harassment for Everyone*
- o Anti-Harassment for Managers*
- o Anti-Harassment: Writing and Communicating an Anti-Harassment Policy*

HIPAA

- o The Basics
- o What is HITECH?
- o HITECH - Understanding Business Associates
- o What is Protected Health Information?
- o The Privacy Rule - Authorizations
- o The Privacy Rule - Disclosures
- o The Security Rule
- o Enforcement
- o Breaches
- o Penalties
- o General Disclosures - FAQ
- o Marketing Disclosures - FAQ
- o Protections Against Violations - Risk Analysis
- o Protections Against Violations - Safeguards
- o Quick Learn for Employees
- o Consumer Rights
- o Disclosure to Family and Friends
- o For Emergency Responders
- o GINA

Maine Anti-Harassment

- o Harassment & Discrimination - Maine Introduction

Anti-Harassment

- o Anti-Harassment for Everyone*
- o Anti-Harassment for Managers*
- o Anti-Harassment: Writing and Communicating an Anti-Harassment Policy*
- o Anti-Harassment: Investigation

Workplace Compliance

- o Avoiding Discrimination Problems: 5 Keys
- o Discrimination: The Protected Classes
- o Handling References
- o Interview Checklist
- o Leadership of a Diverse Group*
- o Legally Firing
- o Legally Hiring
- o Retaliation
- o Substance Abuse
- o Termination Checklist
- o Workplace Bullying
- o Workplace Violence
- o The New I-9 Form*

Courses for Employees

- o Age Discrimination in Employment Act for Employees*
- o Americans with Disabilities Act for Employees*
- o Fair Labor Standards Act for Employees*
- o Family and Medical Leave Act (FMLA) for Employees*
- o Military Family and Medical Leave Act (FMLA) for Employees*
- o Pregnancy Discrimination Act for Employees*
- o Equal Pay Act for Employees*
- o California Time and Labor for Employees*
- o Uniformed Services Employment & Reemployment Rights Act

It All Begins With Some Self-Assessment Questions (and Answers)

- With which compliance rules must we comply today? What do we expect in 2 years? In 5 years? (Title VII? SOX? FAR? FSG? Connecticut? Maine? California?)
- When was the last time we had our policies reviewed for universal current compliance?
- Given our current compliance profile, is it time we abandon multiple anti-harassment policies and adhere to a single policy (all roles, all jurisdictions)?
- What steps have we taken to keep the goal of a workplace free of discrimination and harassment front of mind for our employees? Are they exposed to the concept daily or weekly? How can our HCM technology help us achieve this goal?
- Is our current HCM technology fully supported by flexible and configurable workflow for every transaction type, to keep our official HRIS records free of risky content?
- Are we confident that as states, localities, benefits providers, etc., change policies around required training, that we are staying informed and up-to-speed. Is it time to find a content provider who will stay abreast of these changes and provide updated content automatically?

Questions?

Ascentis.

It's time to take a few questions

Ascentis Recruiting

The Ascentis Recruiting module incorporates a full-featured onboarding process, which can **ensure that sexual harassment policies are acknowledged**. For AB1825 compliance, the anti-sexual harassment policy for supervisors may include language above and beyond that contained in the policy for non-supervisory personnel.

Ascentis Learning Management

Documenting that employees have an understanding of sexual harassment policies is a regulatory requirement of California AB1825 as well as laws in other states.

Ascentis Learning Management is easy to load with regulatorily compliant materials and makes **documenting training simple, easy and automated**.

Ascentis HCM

Documenting disciplinary actions, notes files and development plans may play a role in remedial actions employers take to address this issue, or even to **establish the foundation for a cause-based termination** for violation of these policies.

The Ascentis HCM suite includes these capabilities as well.

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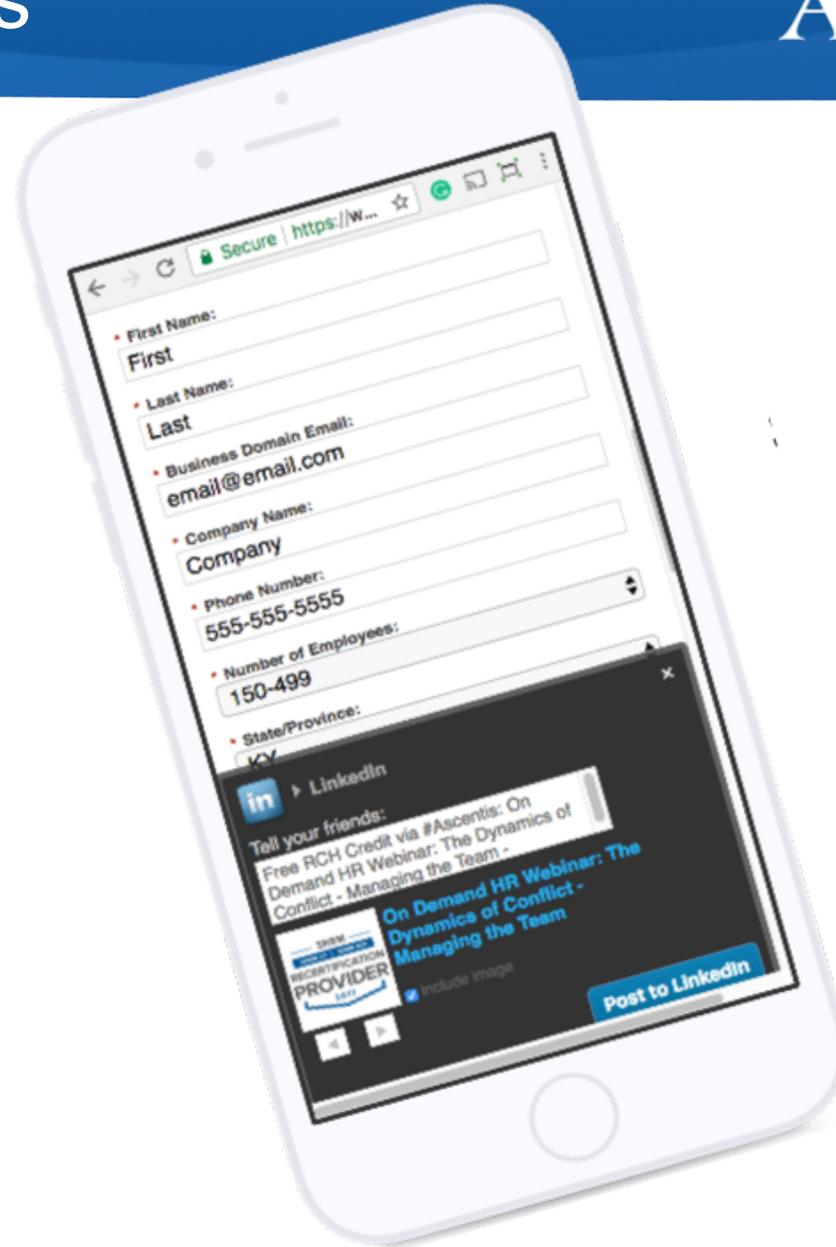


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