



# Building Inclusion and Upstander Culture

**EMPOWER  
INCLUSIVE  
TEAMS TODAY.  
BUILD CULTURE  
FOR TOMORROW.**

Every employee has the power to influence workplace culture. In today's diverse workplaces, it's not enough to simply avoid negative behavior.

*Building Inclusion and Upstander Culture* equips employees with the tools to recognize bias, engage in respectful interactions, and take meaningful action when it matters most. By transforming bystanders into upstanders, organizations can strengthen collaboration, boost morale, and create a culture that drives innovation and trust.

## TRAINING OVERVIEW

This course equips employees with the skills to improve workplace interactions and decision-making while encouraging them to be active upstanders rather than passive bystanders. Through engaging content and practical tools, this course helps employees strengthen collaboration, boost morale, and contribute to a culture rooted in civility, respect, and inclusion.

## LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Identify** examples of civil and uncivil workplace conduct
- **Practice strategies** to build trust and foster respect among colleagues
- **Engage in difficult conversations** and handle disagreements with civility
- **Understand the benefits** of a civil, respectful, and inclusive workplace
- **Recognize the difference** between bystander and upstander behaviors and apply techniques

## WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization—tailored to your brand, your people, your policy. With dedicated support team for seamless implementation.

## BUILDING CULTURE THROUGH CONTINUED LEARNING

Training sparks growth—our Learning Journeys sustain it. Partner with SHIFT to design custom, expert-led programs that strengthen culture, deepen connection, and drive meaningful business outcomes.



20 Minutes



Mobile Friendly



Instant Certificate  
Download



English, Spanish  
(Others available)



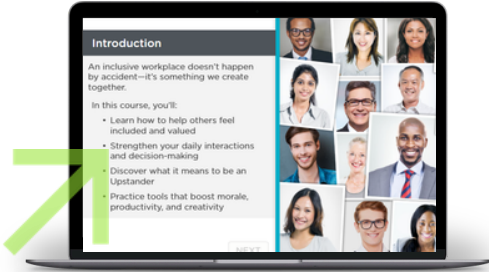
Fully WCAG 2.1  
AA Compliant

Flexible SCORM  
delivery options

Hosted by SHIFT  
or your LMS


Built for Compliance.  
Designed for Change.

## BEST-IN-CLASS HR COMPLIANCE & WORKPLACE CULTURE TRAINING SOLUTIONS



### SHIFT YOUR EXPECTATIONS OF COMPLIANCE TRAINING

**SCHEDULE A FREE ASSESSMENT WITH OUR EXPERT TRAINING TEAM**

-  Minimize risk exposure with **training built by top-rated employment law attorneys** with deep expertise in state, federal, and global mandates
-  Boost course completion and knowledge retention with **engaging and interactive courses designed by subject matter experts**, including social psychologists and legal experts
-  Stay protected against emerging risks with **content that evolves** alongside shifting workplace challenges, new regulations, and timely, relevant issues
-  Achieve lasting change with **empathy-based training that shifts mindsets and behavior**, with learning resources for reinforcement
-  **Bespoke customization** increases employee buy-in with training that reflects your brand, workplace, and industry
-  Save valuable time and resources with our **dedicated support team**, ensuring a smooth and seamless implementation

## YOUR CULTURE SHIFT BEGINS HERE

### HR COMPLIANCE COURSES

- Preventing Workplace Harassment and Discrimination
  - CA, CT, DE, IL/Chicago, ME, WA & NY/NYC compliant
  - Canada, UK, Australia, India & Global editions
- Preventing Workplace Violence
  - California & NY Retail Workers Safety Act
- Active Shooter & Active Threat Preparedness
- Code of Conduct: Cultivating Workplace Ethics & Preventing Bribery, Fraud & Corruption
- Bystander Intervention
- Preventing Workplace Bullying

**VIEW OUR FULL CATALOG**

### WORKPLACE CULTURE COURSES

- Civility in Action: Fostering Trust & Respect
- Building Psychological Safety for High Performing Teams
- Thriving in a Multi-Generational Workforce
- Building Employee Inclusion & Upstander Culture
- Unconscious Bias: SHIFting From Awareness to Action
- Unconscious Bias: The Impact of Microaggressions
- Building Cultural Competency
- Allyship in Action
- Transgender Inclusion in the Workplace
- Disability Etiquette & Beyond

### SHIFT IN MINUTES Power Skills in 10 Minutes

- Conversations that Count: Giving and Receiving Feedback
- Belonging in Action: Advancing Inclusive Workplaces
- Tuned in Teams: Effective Listening



**Higher Engagement**



**Increased Productivity**



**More Innovation**



**Better Business Results**

Built for Compliance.  
Designed for Change.