



# Preventing Workplace Harassment and Discrimination

**PROTECT YOUR  
WORKFORCE WITH  
TRAINING THAT'S  
BUILT FOR  
COMPLIANCE AND  
DESIGNED TO  
STREAMLINE  
COMPLEX  
MANDATES.**

## TRAINING OVERVIEW

This training equips employees and supervisors with the tools they need to foster a respectful, inclusive environment. Through interactive, real-world scenarios and current workplace issues, learners gain practical strategies to recognize, prevent, respond to, and report inappropriate behavior—empowering them to be part of the solution.

A workplace free from harassment and discrimination isn't just a legal requirement—it's a powerful driver of culture, innovation, and business performance.

Compliance is only the starting point. Real change happens when training builds empathy, awareness, and accountability, creating environments where employees feel safe to contribute, grow, and thrive. SHIFT's courses are built to do exactly that—engaging learners in a way that shifts mindsets, changes behavior, and supports lasting cultural and bottom-line impact.

## LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Identifying, preventing, and responding** to harassment, discrimination, and retaliation
- **Recognizing early warning signs** and how to intervene and report
- **Understanding** the difference between intent and impact
- **Empowering employees** with bystander and prevention skills

## WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

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

## MEETS STATE, FEDERAL & GLOBAL MANDATES

Course design allows learners to take ONE course and select the location(s) they work and manage in, streamlining implementation and tracking for administrators.

CA | CT | DE | IL | Chicago | ME | NY | NYC | WA  
Australia | Canada | India | UK | Global



30 Minutes to  
2 Hours



Full Length  
Mobile Friendly



Instant Certificate  
Download



English, Spanish  
(Others available)



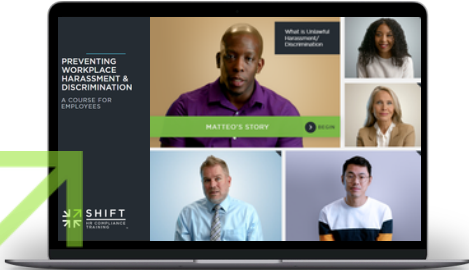
Fully WCAG 2.1  
AA Compliant

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.