

MEMBER BENEFIT

HARASSMENT PREVENTION TRAINING

The State of California now requires supervisors and managers of companies with over 5 employees to take sexual harassment prevention training and also requires this training for non-supervisory positions.

Please note that:

- Training of existing employees must be completed by January 1, 2021.
- Training of new managers or employees must occur within six months of hire or promotion.
- Training must occur every two years.



CHLA MEMBER COST IS \$29 PER PERSON

The cost includes the following courses at no additional charge;

Diversity: Inclusion in the Modern Workplace and **Managing Bias**.

OTHER AVAILABLE COURSES INCLUDE:

Diversity: Inclusion in the Modern Workplace

EMPLOYEES / 60 MIN

SPANISH (LATIN AMERICAN), SPANISH (EURO), FRENCH (CANADIAN), FRENCH (EURO), GERMAN, ITALIAN, CHINESE (SIMPLE), JAPANESE, DUTCH, RUSSIAN, CZECH, ARABIC, PORTUGUESE (BRAZILIAN)

Explore the nature of diversity and provide practical strategies for workplace inclusion. Explore key concepts such as identity, power, privilege, and communication through the unique experiences of real people. By gaining a better appreciation for our shared experiences of difference, our shared expectations of respect, and our shared need to belong and feel appreciated, employees are encouraged to identify how they can create more inclusive and accepting workplaces.

Managing Bias

EMPLOYEES / 20 MIN

ENGLISH, SPANISH (LATIN AMERICAN)

This course defines bias, describes how it affects the workplace, and encourages learners to use that knowledge to reduce the negative effects of bias. Understanding bias in the workplace is the first step to managing it. Employees will understand that biases can affect our actions, which can have real impacts on people, and that if left unchecked, biases can create unhealthy work environments that reinforce unjust practices.



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