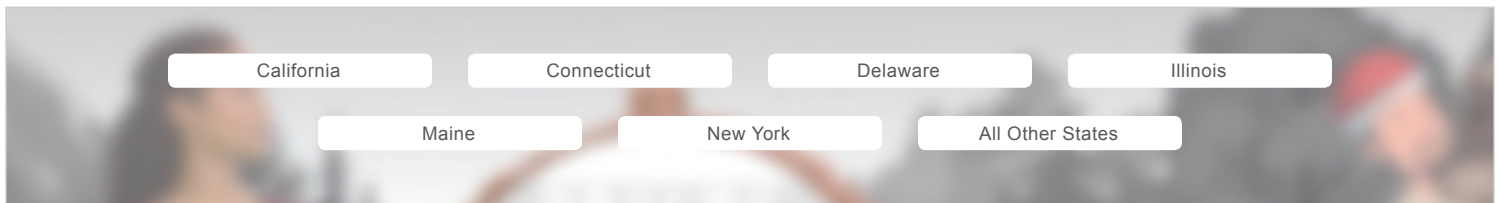


NAVEX Global's Workplace Harassment, 8th Edition

Course Alignment to Today's Anti-Harassment Legislation

There may be no other ethics topic as top-of-mind today as workplace harassment and sexual harassment in particular. Since 2017, attitudes and expectations surrounding inappropriate behaviors have rapidly evolved among employees, management, communities and legislative organizations. There are new laws affecting how organizations in key jurisdictions must manage against workplace harassment.

Updated at a regular 24-month cadence for nearly 20 years, NAVEX Global's Workplace Harassment course is the market-leading eLearning option for organizations seeking to train their learners on the right approach to identifying, reporting, managing and reducing harassment in the workplace. With content designed to address the latest legislative requirements, Workplace Harassment aligns to the letter of the law as well as the intent of the law within modern cultural context through relevant, interactive and familiar scenario models.



Our 8th Edition course is aligned to the specific anti-harassment training requirements of existing laws – including recently enacted laws in California, New York, Connecticut and Illinois. Specific examples follow.

California AB 1825, AB 2053 and AB 1343

California AB 1825 requires organizations with 50 or more employees to provide managers and supervisors with at least two hours of harassment training every two years. The training must include interactive scenarios and practical guidance regarding federal and state laws on sexual harassment, as well as to provide information on reporting channels and remedies. California AB 2053 extends the anti-harassment training requirements of AB 1825 to include topics on abusive conduct in the workplace. California SB 396 requires harassment training to include reference to gender identity and expression, as well as sexual orientation. California's Fair Employment and Housing Act (FEHA) requires organizations with five or more employees to create policies detailing channels for sharing complaints, compliance management processes, reporting requirements and anti-retaliation standards. California SB 1343, passed in 2018, requires organizations with five or more employees to deliver all non-supervisors one hour of anti-harassment training every two years.

New York State and New York City 2018 Anti-Harassment Laws

Both New York State and New York City enacted anti-sexual harassment legislation in 2018. The new laws require organizations doing business in New York to train all employees and managers on sexual harassment every year. The laws are far-reaching because they apply to any organization with employees in New York, including contractors, non-documented immigrants and anyone who works 90 or more hours within a calendar year in New York.

Connecticut

Connecticut enacted a new state law in June 2019 that addresses sexual harassment in the workplace. The Commission on Human Rights and Opportunities (CHRO) manages the requirements. These include two hours of anti-harassment training for all supervisors as well as for employees in any organization with three or more employees in Connecticut.

Illinois

In 2019, Illinois passed SB75, which includes the Workplace Transparency Act (WTA). WTA requires anti-harassment training for all employees in Illinois, including any employees with 20 or more calendar weeks in a year in Illinois. This law will be effective January 1, 2020. In 2020, we will be adding a module that will have industry specific content to address the additional training obligation, including the restaurant/bar industry.

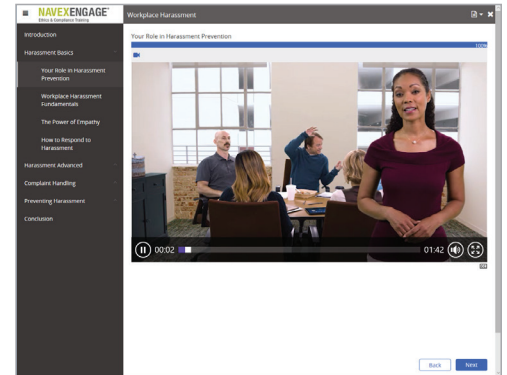
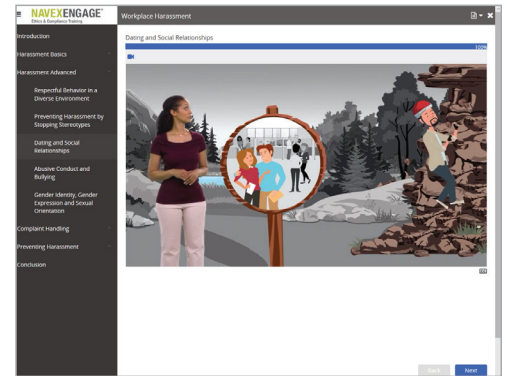
Delaware, Maine and Other States

Delaware requires organizations with 50 or more employees to provide all employees with anti-harassment training. Maine requires all employers with 15 or more employees to deliver anti-harassment training, and supervisors to get trained on their specific roles and responsibilities.

Workplace Harassment 8

NAVEX Global's 8th Edition Workplace Harassment course complies with California, New York, Connecticut, Illinois, Delaware, Maine and other state legislation and requirements on anti-harassment training (including AB1825, AB2053, SB1343, and FEHA). WPH8 is highly interactive and engaging, includes state-specific content and integrated accessibility to reporting channels in your organization from within the course. Our 60-minute and 120-minute employee versions of the course and our 120-minute manager version align to state training requirements. We also have all new content to address New York's annual training requirements.

The above information on US legislation is for reference only and should not be understood as legal advice. Please consult your legal advisor or general counsel for further information on these laws and on whether and how they may or may not impact your organization.



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NAVEX Global provides a comprehensive suite of ethics and compliance software, content and services that help organizations protect their people, reputation and bottom line. Trusted by more than 13,000 customers, our solutions are informed by the largest ethics and compliance community in the world. For more information, visit www.navexglobal.com.