



LEARNING PROGRAM

Workplace Harassment Prevention

Colleges and universities pay a high price for claims of workplace harassment. Negative publicity, decreased employee productivity, and poor employee morale often result when an employee alleges that he or she has been harassed. And, there's a financial toll as well. In a recent five-year period, United Educators (UE) and its members paid almost \$31 million to defend and resolve harassment claims.

Training employees to prevent workplace harassment—it's both a legal mandate and the right thing to do. UE's Workplace Harassment Prevention blended learning program, based on insights gained from hundreds of harassment claims at educational institutions, reflects real-life scenarios to engage faculty and staff. The program includes numerous resources for human resources staff as well as for learners, including tools to address diverse learning styles.

For Human Resources Staff

For those implementing training, these resources can be accessed in the Training Tools section of the EduRisk Solutions website (www.EduRiskSolutions.org):

- **Assessment Tool: The Workplace Harassment Prevention Checkup** helps you assess your institution's practices in preventing harassment.
- **Resources for Implementing Training:**
 - **Workplace Harassment Prevention: Training Recommendations Based on Claims Trends.** An analysis of workplace harassment claims against UE members and suggestions on training to prevent such situations at your institution.
 - **How to Implement Employee Harassment Prevention Training: A Practical Guide for Educators.** Guidance on ensuring an effective training effort.
 - **Overview of the Law on Harassment.** An explanation of the legal environment surrounding workplace harassment.
- **In-person Workshop:** For audiences at your school or campus that can best be reached through in-person training, UE provides a turnkey program. Materials include a customizable PowerPoint presentation, facilitator's guide, and case studies for participants to review and discuss.



Who Should Use This Learning Program

Staff and faculty at UE member institutions should be trained on harassment prevention. Upon request, UE can enable your institution to make the training available on a time-limited basis to authorized vendors and contractors who interact regularly with your employees.

For Learners

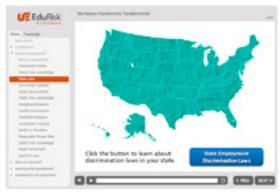
Learners can access courses and resources directly on EduRisk Learning (www.EduRiskLearning.org).



Online Courses include:

Mosaic: Prevent Discrimination and Harassment Together

Learn to identify, prevent, and respond to workplace harassment, discrimination, and retaliation in a higher education setting. Mosaic uses an intuitive interface and contemporary design that allows for fast-paced learning and reflects the way people access and interact with online content today.



Workplace Harassment: Fundamentals

Explore the many facets of workplace harassment prevention through fact-based, clear explanations with examples and creative knowledge checks.

ESL This course now includes a Spanish language version designed for any employee or faculty member preferring to learn in Spanish.



Workplace Harassment: What Would You Do?

Take on the role of specific characters to explore and respond to real-life harassment scenarios from different perspectives.

- **Reinforcement Tools:** Learners can download resources for convenient access and reinforcement of program principles. Resources include:
 - **Workplace Harassment Prevention:** Defines harassment and provides tips on preventing and reporting harassment. Separate version available for supervisors.
 - **Preventing Retaliation: A Guide for Managers:** Ensures that supervisors understand retaliation and the importance of preventing it.

