



Collaborative Measures | Conflict Resolution

Alternative Dispute Resolution | Employment Compliance, Audits & Training | Workplace Investigations

Harassment, Discrimination and Retaliation, Prevention & Civility/Bystander Intervention Training

KSBRanigan Law P.C. offers a lively and interactive training program focused on educating employees on the importance of civility and respect in the workplace and preventing harassment, discrimination and retaliation. There is also an emphasis on the importance of bystander intervention in preventing and remediating harassment and discrimination.

Employees at all levels are educated on their employers' policies and legal requirements pertaining to harassment, discrimination, and retaliation. The attorney trainers cite real world examples from employment lawsuits and investigations. Examples of inappropriate conduct are reviewed along with different factual scenarios and exercises to help employees understand boundaries and avoid inappropriate conduct.

Managerial employees are instructed on obligations in handling complaints of harassment, discrimination, and retaliation and proactively addressing problematic conduct observed.

During the training, questions are posed to test the knowledge of attendees. Audience participation and interactivity is encouraged throughout the training.

Training can be conducted in different settings, including:

- Auditorium venues with large audiences (100+)
- Roundtable discussions
- Smaller groups
- Individual one-on-one sessions

The program runs approximately 2-3 hours but can be modified and tailored to fit business needs.

