

Global Anti-bribery and Corruption

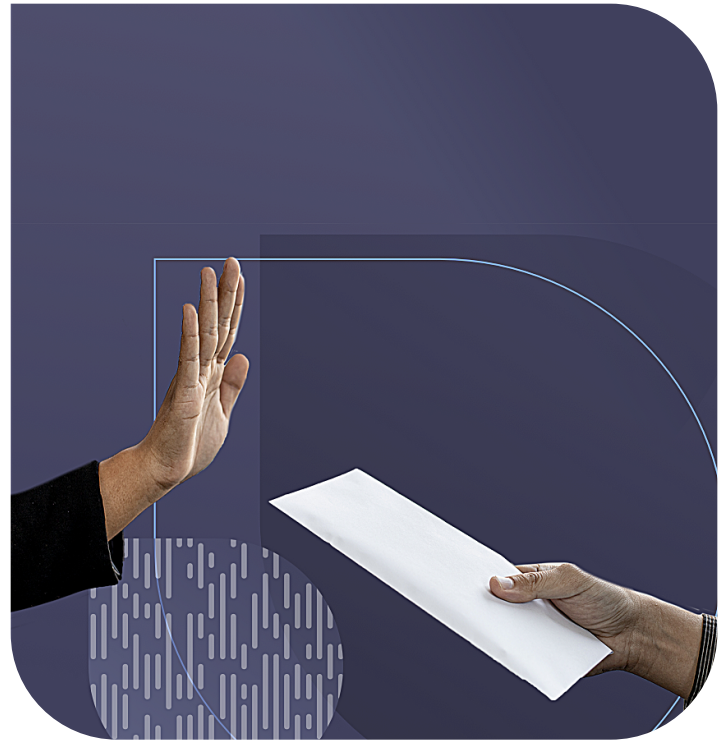
All New in 2024!

This course instructs how to identify which business transactions could potentially violate the Foreign Corrupt Practices Act (FCPA), the United Kingdom Bribery Act (UKBA) and corresponding legislation in China, Russia, Brazil, and India.

This course teaches:

- The definition of global bribery and its impact on societies, organizations, and stakeholders.
- How to identify and avoid common situations that lead to bribery issues.
- How local third parties should — and should not — be used.
- The books and records provisions of global anti-bribery laws.
- Red flags suggesting that bribery may be an issue.

Risk assessments are contained within our learning experience and consist of questions to learners about the actions they observe on their teams and/or their perspective on organizational dynamics. Learners respond using a 7-point Likert scale. All answers are de-identified, then organized to show top organizational risks per any desired business segment.



Course Versions

- 30 minutes (Manager and Employee)

Languages

- English and 50 Machine Translation Options

Required Course Elements

- A PDF of, or link to, your written harassment policy for acknowledgment

Program Timer



| Lesson | Description and Risk Assessment |
|---|--|
| <p>Bribery and Its Impact on Society</p> | <p>Bribery and corruption are global issues that impact millions of people. And they can result in discipline, fines, and even prison time for the people and organizations involved.</p> |
| <p>Anything of Value</p> | <p>Bribery happens when people or organizations give "anything of value." And that means anything that could influence a business decision.</p> |
| | <p>Risk Assessment:</p> <ul style="list-style-type: none"> - I have a clear understanding of the kinds of gifts it's OK to give or receive while at our company. - I am confident there is management visibility and accountability about the business gifts that employees give and receive. - I know who to call at my company if I have a question about whether a certain gift is appropriate. |
| <p>Inducement to Act</p> | <p>Bribes are intended to help people and organizations get ahead — often by getting or keeping business. And that includes any results that give you or your employer a business advantage.</p> |
| <p>Government Officials</p> | <p>Bribery laws and employer policies often address the bribery of any person. But bribing foreign government officials poses a heightened risk of prosecution — and it's often unclear who a government official is and/or how to spot an executive of a state-owned enterprise, which is considered a “foreign official.”</p> |
| | <p>Risk Assessment:</p> <ul style="list-style-type: none"> - In my work, I interact with people who could be considered foreign officials. |
| <p>Third-Party Agents and Partners</p> | <p>People sometimes think they can avoid bribery laws by retaining third parties like agents and consultants to "take care of things." But you and your organization can be held liable for the acts of these third parties — and in fact, the actions of third parties cause the vast majority of bribery and corruption prosecutions.</p> |



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|---|---|
| | <p>Risk Assessment:</p> <ul style="list-style-type: none"> - People on my team would be willing to ignore misconduct if a third party was actually delivering results. - We have reliable processes in place to determine if a third party is legitimate and has a good reputation. |
| <p>Record Keeping and Internal Controls</p> | <p>Employers are often surprised to learn they can violate the law without ever engaging in bribery — by violating the books and record-keeping provisions of anti-bribery and corruption laws.</p> |
| | <p>Risk Assessment:</p> <p>My organization is pretty strict on how expenses are reported and approved.</p> |
| <p>Red Flags</p> | <p>Bribery issues can pop up in lots of ways — making it really important for you to understand the rules. Here are some common situations that might indicate or be a red flag for bribery risk.</p> |
| | <p>Risk Assessment:</p> <ul style="list-style-type: none"> - If it meant making our sales goals, our senior leaders might overlook actions that put us at risk for bribery. - If we had pressure to meet business goals, co-workers on my team might overlook actions that put us at risk for bribery. |
| <p>Reporting, Policies, and Acknowledgment</p> | <p>Review and acknowledge your organization's policies on bribery, gifts, and expenses.</p> |
| | <p>Risk Assessment:</p> <p>If I had a question or concern about a bribery risk, I would feel comfortable contacting Legal or Compliance for guidance.</p> |
| <p>Provide Your Feedback</p> | <p>A post-course survey on the learning experience</p> |