

COURSE

Equal Employment Opportunity

4th Edition

Inclusion

Respect



EEOC & OFCCP Compliance

There's nothing more important in 2023 in terms of human capital management than operationalizing equity throughout the employee life experience. Achieving equity requires alignment and shared understanding among employees, managers, and leaders. It entails making decisions consistently and uniformly across employee demographics, prioritizing business needs rather than personal matters. Let's foster a fair and inclusive workplace environment.

Course Description

Emtrain's latest version of the Equal Employment Opportunity training course applies to organizations in all 50 states. Given the course's broad language, this course could easily apply to organizations in Canada as well. The updated course has brand new videos, covering topics such as Inequity in the Team Experience and Potential Recruitment Bias. Equal Employment Opportunity (EEO) training is recommended by the EEOC (Equal Employment Opportunity Commission) and it is required by the OFCCP (Office of Federal Contract Compliance) if you're a Federal Contractor. If the organization has federal contractors, this course must be rolled out for the OFCCP (Office of Federal Contract Compliance). We now offer new Manufacturing video lessons for your training program! You can add these new video lessons to your existing Equal Employment Opportunity (EEO) course to align with your specific industry and setting.

Key Concepts

- The definition of unlawful discrimination
- Common situations in the employee experience that are prone to discrimination
- Conducting an equitable recruitment and hiring process
- Conducting an equitable career development process
- The situations that often give rise to retaliation
- The manager's role in creating an equitable employee experience
- Affirmative action for government contractors
- Reporting, investigations and workplace policies

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

VERSIONS

Managers (45 min)

Non-Managers (35 min)

WHAT'S COVERED



















- [AA \(Affirmative Action\)](#)
- [Anti-Discrimination](#)
- [Bystander To Upstander](#)
- [Causal Connection](#)
- [Complaint](#)
- [Discriminatory Employment Practices](#)
- [Discriminatory Impact Vs. Intent](#)
- [Discriminatory Motive](#)
- [EEO \(Equal Employment Opportunity\)](#)
- [Equity](#)
- [FMLA \(Family Medical Leave Act\)](#)
- [Investigations](#)
- [Languages In The Workplace](#)
- [Leaves Of Absence](#)
- [Medical Leaves](#)
- [Negative Job Action](#)
- [Pregnancy Leave](#)
- [Protected Activity](#)
- [Protected Characteristics](#)
- [Reporting](#)
- [Retaliation](#)
- [Structural Inequality](#)

- [Title VII](#)

COURSE EXPERTS

[Janine Yancey](#)

Emtrain Founder & Employment Law Expert

Lessons	Managers (45 min)	Non- Managers (35 min)
Introduction		
The context for operationalizing equity throughout the workforce.		
What's Unlawful Discrimination?		
The difference between discrimination and an unpleasant work experience.		
Definition		
Definition of what constitutes unlawful discrimination.		
Recruiting and Hiring Practices		
Setting up a diverse and inclusive experience and practice for recruiting and hiring.		
Career Development		
Implementing EEO best practices to all phases of career development.		
Retaliation		
Outlining the criteria and common situations that create a high potential for retaliation.		
The Manager's Role		
Managers' actions create EEO risks and violations, and therefore, managers have specific obligations to ensure all management actions are grounded in business reasons and logic and don't create EEO risk.		
Reporting, Investigations, and Workplace Policies		
This lesson walks learners through reporting issues, investigations, and workplace policies that ensure EEO business practices.		
Provide Your Feedback		
A post-program survey on the learning experience.		