

HR & Training News

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Developing People
Creating A Competitive
Advantage

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E-LEARNING: THE GREY FACTOR HARASSMENT PREVENTION



Understanding and preventing harassment in the workplace is not a luxury, it is essential.

To stay compliant, consider an e-learning solution for your ongoing training obligation.

As with our seminars people will be talking about the e-learning version of *The Grey Factor* long after the training has been completed.

Content Unit I

- What is appropriate workplace behavior?
- What does the law say?
- How does the EEOC

enforce the law?

Unit II

- What are the costs of harassment?
- What is sexual harassment?
- What are other forms of illegal harassment?

Unit III

- How to recognize inappropriate and illegal behaviors?
- What are the employer's policies and procedures?
- What are your personal responsibilities?
- What to do?

Whether selecting an

e-learning solution or a seminar, education is the key to stopping and preventing harassment.

Course Goals

1. To stop and prevent harassment.
2. To enable participants to recognize and assess problematic behaviors.
3. To foster personal accountability and responsibility.
4. To encourage support for the employer's harassment prevention policies and procedures.
5. To update participants on recent legal developments.



Fall Specials



E-learning
The Grey Factor

20% off per person

Now \$44.00 per person

DiSC Profiles
online

10% off General Characteristics profile

Now \$41.85 (\$2.79 per credit)

Insights from Fortune Magazine's *Best Companies to Work For List* by Lucas Mast blogsimpllyhired.com

Common Themes

1. Pay people well, offer great benefits, and reward them for superior performance
2. Respect their work/life balance and offer creative solutions to address this important challenge.
3. Offer perks, things like free food, parking, and fun activities at work go a long way for a happy work force
4. Keep turnover low, a happy employee is the best reference for a great company to work for
5. Provide incentives to stick with the company for the long haul.
6. Reinforce the importance of what the company is doing

and the role that the employee plays in the success of the company, whether you are curing cancer or making clothing



7. Be a responsible corporate citizen
8. Provide mentorship and long-term career guidance
9. Offer product discounts to friends and family if applicable
10. Encourage continuing education and training
11. Offer opportunities to volunteer and give back to the community and those less fortunate.

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Workers in violent relationships finding help at work by Ellen Simon Associated Press

Employers are stepping up their efforts to help workers in abusive relationships, doing everything from threat assessments to relocating those in danger. Some employers have started programs as part of a company effort, while others launched or intensified intervention efforts after a worker was murdered.

Douglas Leach, coordinator for employer outreach programs at Blue Shield of California Foundation, leads training sessions across the state and emphasizes how abuse can lead to poor work performance. Blue Shield of California reassessed its policies after one of its call center workers was murdered by her husband in 1996. In the training, Leach gives a composite example: The abuse victim has set the alarm for 6:30 a.m., but the abuser has set the clock back, ripped the work clothes, thrown out the packed lunch, siphoned gas from the car, hidden the keys. Then the victim gets to work and is asked why he or she is late.

Many victims of domestic violence feel economically trapped and are so isolated, work is their only social outlet.

Employers need to know if they can help victims keep their jobs, they might be saving a life right there, said Leach. It can also protect the company. Victims have won claims and received damage awards when employers haven't responded appropriately, said Robin Runge a D.C. based attorney who has represented victims. Now eleven states allow companies to get protective orders.