



OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS

ONLINE TRAINING

A BYSTANDER'S RESPONSE TO WORKPLACE HARASSMENT

Should you say something? What should you say? Then what? Bystander Intervention recognizes that people are more likely to act when they see inappropriate behavior if they know how to get involved. This unique, practical training focuses on recognizing offensive and discriminatory conduct and the range of ways to respond. (30 min.)



INTRODUCTION TO THE FAMILY AND MEDICAL LEAVE ACT

Expecting? Adopting? Deploying? Caring for an ill loved one? This course outlines the requirements of the FMLA, including eligibility and entitlement, as well as employees' and employers' obligations under the FMLA as applied to Congress. (15 min.)



PREVENTING DISABILITY DISCRIMINATION

Learning more about the ADA and reasonable accommodation in the workplace can help employers and employees recognize their rights and responsibilities and create a more welcoming and inclusive workplace. This module covers the definition of a qualified person with a disability, explores the responsibilities of the employer to the needs of the employee with a disability, and discusses the privacy issues around medical information. (25 min.)



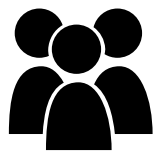
NAVIGATING THE DISPUTE RESOLUTION PROCESS

Learn about the dispute resolution process under the Congressional Accountability Act of 1995 (CAA). The course covers counseling, mediation, and the appeals process for covered employees and what they can expect during each step. Updates are coming soon to reflect the CAA Reform Act. (15 min.)



RECOGNIZING & PREVENTING DISCRIMINATION AND HARASSMENT

This course meets the requirements for Senate-mandated training and includes a detailed overview of workplace discrimination, harassment, and retaliation. In addition to the legal definitions of under the laws incorporated by the CAA, the course also examines the roles that employees, supervisors, and bystanders have in preventing offensive conduct and reporting and correcting behaviors that could contribute to a hostile work environment. (40 min.)



PREVENTING SEXUAL HARASSMENT

This comprehensive interactive course about preventing sexual harassment goes beyond the legal definitions of quid pro quo and hostile work environment to dealing with nuanced situations such compliments, hugs, and jokes that might go too far. The course contains practical advice about real-workplace scenarios and nipping inappropriate behaviors in the bud. (30 min.)



* In-person training is available by request. Email: laura.cech@compliance.gov or call 202 724 9250