



A Safer Workplace Through
EducationSM

COMPLIANCE

Diversity & Sensitivity in the Workplace: Employee Edition

Course Length: 1.0 Hours

Course Description

Diversity & Sensitivity training helps participants become aware of other cultures and lifestyles in order to increase empathy among co-workers. The goal of cultural diversity training is to address the elephant in the room: Poor cross-cultural communication, resentment, and competition for advancement opportunities.

Our Diversity & Sensitivity course defines, identifies, and provides understanding of the benefits and challenges of workplace diversity, the importance of sensitivity and inclusion, and the legal basis for providing an equal-opportunity workplace.

We discuss how to increase inclusion, create positive intergroup interactions, reduce prejudice and exclusion (which can lead to discrimination), and the importance of cultural competency.

This course is designed for **Employees**.

Course Table of Contents

- Section 1: What is Diversity?
- Section 2: The Benefits and Challenges of Workplace Diversity
- Section 3: What is Cultural Competence?
- Section 4: Stereotypes and Unconscious Bias
- Section 5: Forms of Unconscious Bias
- Section 6: Anti-Discrimination Laws & Legal Remedies
- Section 7: Employee Best Practices

Discusses protections as outlined by:

- Age Discrimination in Employment Act of 1967***
- Americans with Disabilities Act of 1990***
- Title VII, Civil Rights Act of 1964***
- Civil Rights Act of 1991***
- Equal Pay Act of 1963***
- Pregnancy Discrimination Act of 1978***
- Family and Medical Leave Act of 1993***
- Immigration Reform and Control Act of 1986***

Course Learning Objectives

- The Importance of Diversity
- Understanding how your organization benefits from diversity, inclusion, and cultural awareness
- Discussing ways to positively impact your Organization's culture by recognizing unconscious bias
- Comprehend the legal framework for discrimination laws in the U.S.
- Employee Best Practices for showing professionalism & respect to co-workers

Course Topics

Affirmative Action

Age Discrimination in Employment Act of 1967

Americans with Disabilities Act of 1990

Civil Rights Act of 1991

Cultural Competence

Discrimination

Discrimination Laws

Disparate Treatment/Disparate Impact

Diversity

Equal Employment Opportunity

Equal Pay Act of 1963

Exclusion

Family and Medical Leave Act of 1993

Forms of Unconscious Bias

Immigration Reform and Control Act of 1986

Implicit Bias

Inclusion

Pregnancy Discrimination Act of 1978

Reasonable Accommodation

Religious Accommodation

Stereotypes

Title VII, Civil Rights Act of 1964

Unconscious Bias

Workplace Etiquette