



EDUCATE | MOTIVATE | INFLUENCE

HR, LEGAL & COMPLIANCE COURSE CATALOG 2022

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HR & Compliance Training Course Features and Descriptions

Ethico's industry-leading online training courses feature modern, bite-sized episodes presented in a news-style format. The course library includes a variety of interactive training on subjects from Sexual Harassment Prevention to Code of Conduct, which instruct learners on how to handle difficult, real-world situations and reward them with points for correct answers in challenges along the way. Our training is built to educate, influence and motivate by training on appropriate behaviors and promoting a positive, respectful workplace.

Interested in viewing a course?

Contact our Sales Department for info and access to any of our courses for free.

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HOW WE TAKE TRAINING FROM BORING TO BRILLIANT

Interactive Training You Don't Just Watch, You Experience

Our Hollywood video production team creates high-quality interactive videos with real-world scenarios and alternate endings, where viewers choose what happens. Your learners are engaged throughout the course; not just “clicking next”.

Training for the Modern Workforce

Courses are designed in an episode-based video series that incorporates best practices from recognizable news show formats. The bite-sized episodes are easy for learners to digest and are a perfect fit for interruption-prone schedules - adapted to the way people learn today.

Fully Customizable

Off-the-shelf training is a one size fits none approach. Training that isn't tailored to your organization often turns learners off when it isn't designed for their needs or interests. We can quickly and affordably modify or add to any portion of the training program, incorporating video, content, and images to be unique to your organization's needs.

Multiple Delivery Formats

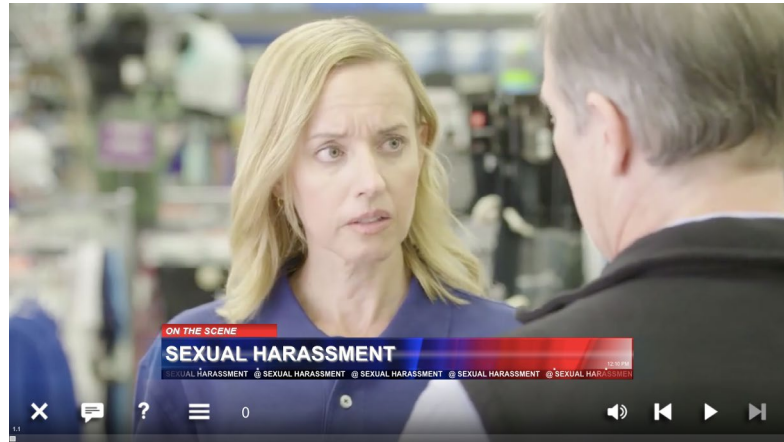
Courses are available in a variety of formats, including; desktop, mobile, and interactive classroom. Mobile-optimized courses powered by our smart technology allows a learner to pick up right where they left off, on any connected device.

Global Language Support

Courses are supported in more than 100 languages with timed voice over dubbing synchronized to match the speaker's lips, meaning, actions, and intonations so it's not distracting for learners. All onscreen text and closed-captioning is also translated to the desired language.

Episode-Based Assessments

Each episode includes a comprehensive assessment, which allows employees to absorb the material in bite-sized lengths of just five to eight minutes each. Integrating the testing into the learning material serves to better reinforce the learning rather than simply “bolting on” the assessment at the end of the course.



Personalized Course Progress

Compliance training that simply gives employees an unlimited number of chances to complete the assessment encourages random and rapid clicking; employees quickly figure out the correct responses to receive the desired passing score. Our approach is to reward correct answers with shortened courses. Right answers move employees along to the next topic while wrong answers are followed with “teachable moments” and additional testing.

Teachable Moments

Our assessments never say, “Incorrect. Try again!” When an incorrect answer is provided, there is a detailed explanation of why the answer is incorrect, and then another question on the same topic is provided to ensure thorough comprehension.

Earn Points Through Engaging Challenges

We incorporate gamification into learning with challenges, scores and leaderboards to encourage a competitive spirit, motivate learners, maintain their attention, clarify difficult concepts and provide a fun way to practice what is learned. Your learners can compete for the highest score when they earn points for correct answers, with additional bonus points awarded through our newly added attention-based scoring.

HOW WE TAKE TRAINING FROM BORING TO BRILLIANT

Additional Features of Preventing Discrimination & Harassment Training

A New Season Every Year

We focus our resources into revamping our sexual harassment prevention courses every year with new videos, actors, images, and content. Even the best course loses its effectiveness if learners see the same thing year after year.

Continuously Updated to Remain Compliant with the Law

In the wake of #MeToo, a number of states have passed or have pending legislation on mandatory training requirements for preventing sexual harassment in the workplace. Keeping track of this complex web of laws and regulations can be a challenge, especially if you have employees in multiple states. Our courses offer a streamlined solution to manage training that is compliant with federal and state regulations.



Customized Industry Versions

A corporate office environment doesn't always resonate well with learners in a variety of specialized industries. Training that includes industry-specific videos and other content that is relevant to those industries creates a more meaningful and effective experience. We have versions available for the following workplaces; corporate office, hotel, restaurant, healthcare, industrial and manufacturing, construction, retail, and higher education.

Refer to the chart below to see which editions are available in your industry and/or location.

INDUSTRIES

Editions	Office	Healthcare	Retail	Hotels	Restaurants	Industrial	Construction
US National	✓	✓	✓	✓	✓	✓	✓
California	✓	✓	✓	✓	✓	✓	✓
Connecticut	✓	✓	✓	✓	✓	✓	✓
Delaware	✓	✓	✓	✓	✓	✓	✓
Illinois	✓	✓	✓	✓	✓	✓	✓
Maine	✓	✓	✓	✓	✓	✓	✓
New York	✓	✓	✓	✓	✓	✓	✓
Washington State	✓*	✓*	✓	✓	✓*	✓*	✓*
Canada	✓				✓		
Global	✓						
UK	✓						

*Supplemental training available

CAN YOU PROVE YOUR COMPLIANCE TRAINING IS EFFECTIVE?

We can! True effectiveness is measured by employees who say they will apply what they learned to their day-to-day interactions—not by the number of course completions.

10,000+
learners surveyed

90% say they are **“likely or very likely”** to use skills
and behaviors learned from our training courses.



WHY ARE ETHICO COURSES SO EFFECTIVE?

BEHAVIOR-BASED APPROACH FOCUSES ON ACTIONS, NOT JUST LAWS.

Our courses clearly explain the individual behaviors and best practices that individuals should adopt to foster a culture of inclusivity, respect and compliance.

INTERACTIVE TRAINING YOU DON'T JUST WATCH, YOU EXPERIENCE.

Employees are engaged in active learning and practicing what they've learned — not just clicking “next.”

FAST, SIMPLE & POWERFUL COURSE CUSTOMIZATION.

We make it easy and affordable to fully customize our courses with your branding, policies and leadership message to reflect your company culture and resonate with employees.

OUR COURSES ARE PREFERRED BY 8,000+ ORGANIZATIONS



PEPSICO

Hilton

Stanford
HEALTH CARE



Husqvarna

LA FITNESS

logitech

PennyMac
Loan Services, LLC

INVEST IN TRAINING THAT'S EFFECTIVE

Make sure you are getting the best return on your training investment! Let us help you build an effective training program to realize true behavioral change and keep your organization compliant.



Course Libraries

Ethico's industry-leading HR, legal and compliance courses are training your employees will actually enjoy. While other companies survey customers, Ethico has received thousands of five-star ratings from end users. Take your training from Boring to Brilliant.

Interested in viewing a course?

Contact our Sales Department for info and access to any of our courses for free.

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Human Resources Courses

- Americans With Disabilities Act
- Avoiding Retaliation
- Bystander Intervention
- Creating a Positive Work Environment
- Creating a Respectful Remote Workplace
- Cultural Competence
- Diversity, Equity & Inclusion at Work
- Drugs & Alcohol in the Workplace
- Employment Law Essentials for Managers
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- Handling Reasonable Accommodations in the Workplace
- Interview Compliance & Fair Hiring
- LGBTQ+ Inclusion
- Managing Difficult Employees
- Microaggressions in the Workplace
- Preventing Bullying in the Workplace
- Preventing Workplace Violence
- Psychological Safety at Work
- Religion, Spirituality and Beliefs
- Responding to Complaints
- Unconscious Bias
- Understanding Affirmative Action Plans

WHAT OUR CUSTOMERS ARE SAYING:

"I wanted to share how impressed I was by the clarity and thorough approach to this important subject. The use of adult learning principles through the various quizzes, reporter reviews, Q&A and summaries of lessons learned as well as others were layered very nicely and paced appropriately, supporting a high level of retention. Thank you for bringing this quality learning and certification module to our team. Respect in the workplace is a very important topic that deserves this level of quality focus."

-Mike Mobley, Director of People, Front Burner Brands



Legal & Compliance Courses

- Active Shooter Response
- Anti-Bribery & Anti-Corruption
- Anti-Money Laundering (AML)
- Antitrust & Competition Law
- Avoiding Insider Trading
- Bloodborne Pathogens
- Building Positive Teams and Union Awareness
- California Consumer Privacy Act (CCPA)
- Code of Conduct: Enterprise Edition
- Code of Conduct: Essentials
- COVID-19: Returning to the Workplace
- Data Privacy & Information Security
- Environment, Health and Safety in the Workplace
- Export Controls
- FAR Code of Conduct
- General Data Protection Regulation (GDPR)
- Healthcare Code of Conduct
- HIPAA for Covered Entities
- HIPAA for Business Associates
- HIPAA for Texas Regulations (TMPA)
- Payment Card Industry Data Security Standards (PCI DSS)
- Recognizing and Preventing Human Trafficking
- Recognizing and Preventing Human Trafficking for Hotels
- Recognizing and Preventing Phishing Attacks
- Responding to Complaints
- Responding to Union Activity
- Modern Slavery in Supply Chains
- Supplier Code of Conduct
- US Import Regulation

WHAT OUR CUSTOMERS ARE SAYING:

"Look no further... if you are seeking engaging, applicable content for your workforce. Their curriculum is the best we've seen, by far! The hesitation our employees felt at the prospect of having to take online compliance courses was quickly assuaged by the engaging, applicable, and relevant content that [Ethico] has put together. You won't believe me when I say this...but our employees asked for more. Additionally, the support team has been nothing but helpful and responsive for our every question, concern, and need throughout the entire process. [Ethico] is hands down one of the best partners we've ever been able to work with."

-Ali Tankiewicz, HR Associate, Apex Clean Energy

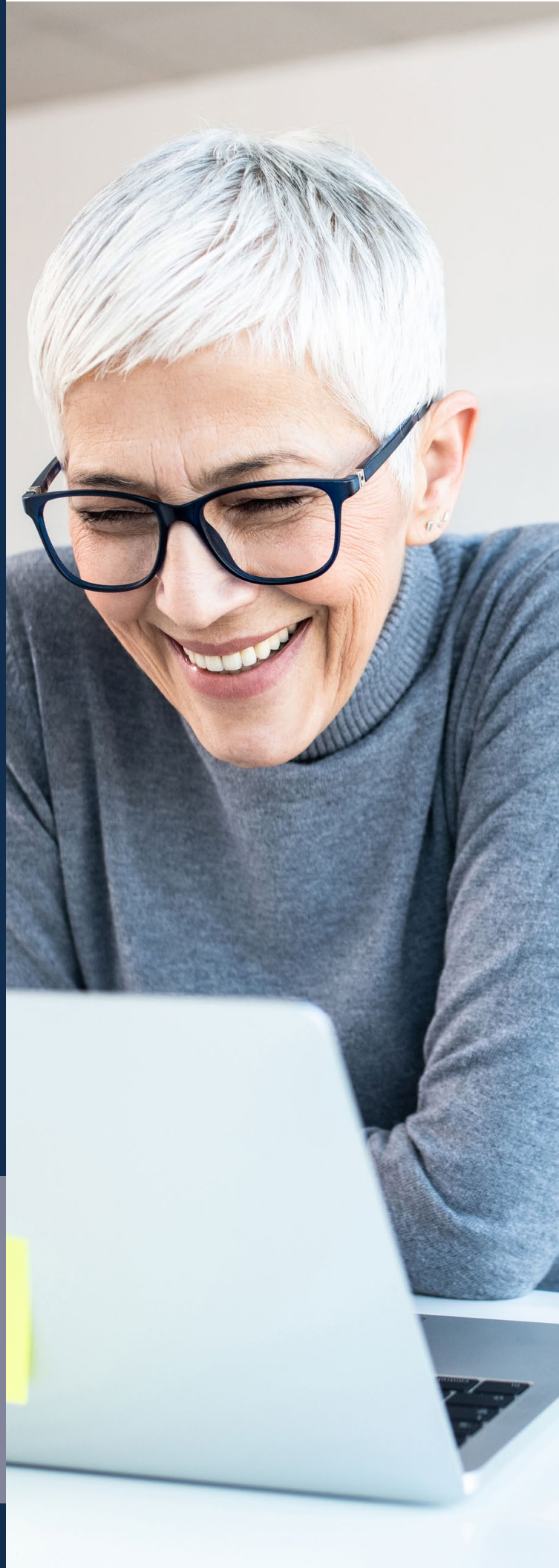
Course Descriptions

We are revolutionizing the compliance training experience with modern, bite-sized episodes served in a news-style format. Courses immerse learners in interactive videos that let them choose alternate endings, while learning to handle difficult, real-world situations. By influencing behavior and culture, employees learn to act ethically, speak up and prevent harassment and discrimination, and promote a positive, respectful workplace.

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COVID-19: RETURNING TO THE WORKPLACE

COURSE DESCRIPTION

Since the outbreak of COVID-19, organizations have faced major disruptions, affecting employees, customers and partners. Now, with vaccines widely available and many worksites reopening, it's important to prepare employees physically and psychologically to return to a changed workplace.



Ethico's **COVID-19: Returning to the Workplace** is a 20-minute interactive eLearning course to prepare employees for the return to work. Training raises awareness of the behaviors necessary to keep the workplace safe, explains new or changed protocols and policies, provides information and resources on COVID-19 vaccines and more to reassure returning staff that their organization is taking steps to protect them.

COURSE INFORMATION

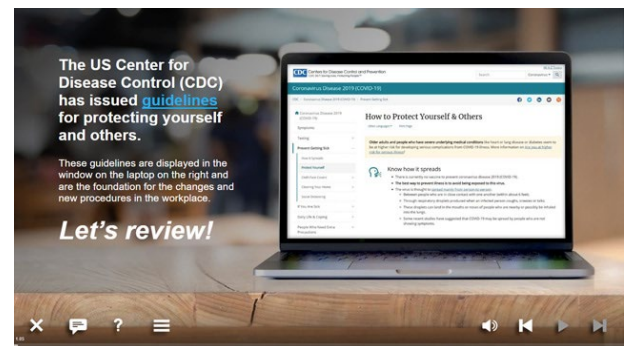
The course covers the following topics:

- Protecting yourself & others
- Information on COVID-19 vaccines
- Adjusting to a “new normal”
- Preparing to return
- Arriving at the building
- Physical distancing
- Navigating common areas
- Dealing with rule breakers
- Guidance for managers
- Resources

This course is intended for employees to complete before they return to work and includes state-specific requirements. The course will be regularly updated as new guidelines and information are released.

Customize the course by adding your organization's policies or return to work guidelines, introductory video, and images.

ENGAGING & EFFECTIVE FORMAT



PREVENTING DISCRIMINATION & HARASSMENT

COURSE DESCRIPTION

Training employees on how to recognize and respond to situations that can lead to sexual harassment – from the obvious to the subtle – is one of the most effective ways to foster a positive, respectful workplace.



Ethico's award-winning Preventing Discrimination & Harassment course explains the behaviors that are expected of individuals to create a workplace that is free of discrimination, harassment, and bullying. This course, presented in a news show format, features interactive videos and gamification to enrich the learning experience. The course is split into brief, bite-sized episodes covering; Sexual Harassment, Discrimination, Bystander Intervention, and Diversity and Inclusion.

FEDERAL & STATE COMPLIANT

Ethico's Preventing Discrimination & Harassment training complies with all Federal & State regulations, including: California, Connecticut, Delaware, Illinois, Maine, New York City and State and Washington. It is available in separate versions for Employees and Managers, who have additional responsibilities to prevent and report workplace misconduct.

- Employees (40 min)
- Managers (55 min)
- California Employees (60 min)
- California Managers (120 min)
- Connecticut Employees (120 min)
- Connecticut Managers (120 min)
- Delaware Employees (45 min)
- Delaware Managers (55 min)
- Illinois Employees (45 min)
- Illinois Employees IDFPR CEC (60 min)
- Illinois Managers (60 min)
- Illinois Managers IDFPR CEC (60 min)
- Illinois Healthcare Employees IDFPR CEC (60 min)
- Illinois Healthcare Managers IDFPR CEC (60 min)
- Maine Employees (45 min)
- Maine Managers (55 min)
- New York Employees (50 min)
- New York Managers (60 min)
- Washington State Employees (45 min)
- Washington State Managers (55 min)



INDUSTRY-SPECIFIC

The above versions are available with industry-specific videos, images, and other content for learners in the following workplaces:

- Construction
- Corporate Office
- Healthcare
- Higher Education
- Hotel
- Manufacturing/Industrial
- Restaurant
- Retail

GLOBAL VERSIONS AVAILABLE

For those outside the United States, we also have the following versions available tailored for corporate offices:

- Global Employees (30 min)
- Global Managers (45 min)
- Global UK Employees (40 min)
- Global UK Managers (55 min)
- Canadian Employees (40 min)
- Canadian Managers (55 min)
- Canadian Restaurant Employees (40 min)
- Canadian Restaurant Managers (55 min)

The training is available in multiple languages and in mobile, desktop, or classroom format.

HUMAN RESOURCES COURSE DESCRIPTIONS



AMERICANS WITH DISABILITIES ACT

20 MINUTES

The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination based on disabilities and provides protections including requiring employers to provide reasonable accommodations in certain situations. This training provides employees with an overview of the ADA, an explanation of their rights, and an understanding of how the ADA applies in their workplace.

AVOIDING RETALIATION

15 MINUTES

Retaliation training is one of several positive steps that organizations can take to prevent workplace discrimination and harassment and reduce the risk of retaliation incidents and claims. This course is intended for employees in supervisory roles, who may deal with complaints of discrimination and harassment. Avoiding Retaliation reinforces the importance of keeping all forms of retaliation out of the workplace and responding promptly and effectively to complaints.

BYSTANDER INTERVENTION

25 MINUTES

Bystander intervention training is one of the most effective ways to empower employees to address and prevent harassment and discrimination in the workplace. This course raises awareness of the importance of being an active bystander and provides employees with practical steps for protecting targets of abusive behavior and preventing future misconduct. *Also available in a customized version for Industrial/Manufacturing organizations.*

CREATING A POSITIVE WORK ENVIRONMENT

20 MINUTES

This course explains the role a positive work environment plays in motivating employees and prepares managers to use positivity as a tool for enabling individuals to thrive and organizations to succeed. This course will provide managers with concrete steps for promoting a positive work environment and encourage them to incorporate these initiatives into their workplace.

CREATING A RESPECTFUL REMOTE WORKPLACE

10-15 MINUTES

This training explains how the expectations for a respectful workplace apply in remote work situations. This course is available in versions for employees and managers, and covers topics such as harassment, bullying, bystander intervention and inclusion. The managers' version builds upon the employee course, with additional content on supervising remote workers.

CULTURAL COMPETENCY & HUMILITY

20 MINUTES

This training gives learners an understanding of what cultural competency and cultural humility are, and why they matter. In addition to providing practical knowledge, the training also offers valuable inspiration for improved interactions in the workplace and in life in general.

DIVERSITY, EQUITY & INCLUSION AT WORK

30 MINUTES

Diversity training is one of the essential steps organizations can take to foster a more open, welcoming culture and advance DEI initiatives to create positive change. This course explains core DEI concepts and provides practical steps to help individuals choose inclusive actions, improve cultural competency and address unconscious bias. The course further emphasizes the role civility and workplace sensitivity play in promoting a respectful culture. *Also available in a version for Healthcare organizations. A Section 508c version of this course is available.*

DRUGS & ALCOHOL IN THE WORKPLACE

20 MINUTES

This training is designed to give employees a basic understanding of what substance misuse is and why it presents workplace safety issues. The course covers red flags that indicate a potential substance use problem and provides employees with resources for getting help for themselves as well as tools for responding should they observe such indicators in others in the workplace.

EMPLOYMENT LAW ESSENTIALS FOR MANAGERS

30 MINUTES

This training covers the basics of several laws that are related to your management responsibilities and includes sections on: Interviewing and Hiring, Wage and Hour Laws, Preventing Retaliation, FMLA Basics, The Families First Coronavirus Response Act (the FFCRA), Handling Harassment Complaints, and Reasonable Accommodations. This course will help you recognize situations where these laws apply, respond appropriately in those situations, and seek additional guidance as needed.

FAIR LABOR STANDARDS ACT (FLSA)

20 MINUTES

The FLSA is a federal law which establishes standards for such aspects of employment as minimum wage, overtime pay, recordkeeping and child labor. It also defines which types of work must be paid on an hourly basis and the types of work where a salary without overtime is permitted. This course will explain key rules of the FLSA, and give you an understanding of how they apply to your job responsibilities and workplace.

FAMILY MEDICAL LEAVE ACT (FMLA)

20 MINUTES

The FMLA is a federal law that was created to help employees balance the responsibilities of their jobs and families by allowing them to take a reasonable unpaid leave of absence for certain family and medical reasons. This course teaches managers to recognize FMLA situations and gives them an understanding of their role in helping their organization comply with the law.

HANDLING REASONABLE ACCOMMODATIONS IN THE WORKPLACE

30 MINUTES

This course gives managers an understanding of their role in helping their organization comply with laws that may require accommodations including disability, pregnancy, religious and domestic violence discrimination laws. The course covers what accommodations are, the circumstances that necessitate them, accommodation examples, how to recognize and respond to requests and an understanding of the process involved in reviewing, recommending and implementing accommodations.

INTERVIEW COMPLIANCE & FAIR HIRING

20 MINUTES

Job applicants are protected from illegal discrimination during the hiring process. This course explains how discrimination can occur in recruiting, interviewing, and hiring -- and provides guidelines for handling your hiring-related responsibilities in a fair and legal manner. A Section 508c version of this course is available.

LGBTQ+ INCLUSION

15 MINUTES

This course introduces learners to some of the issues members of LGBTQ+ community face at work. Learners are taught the impact inappropriate conduct can have and how inclusive work relationships help the team succeed. They also learn the importance of treating everyone with respect, how making assumptions can hurt and how to be an ally. *Also available in a version for Healthcare organizations. A Section 508c version of this course is available.*

MANAGING DIFFICULT EMPLOYEES

20 MINUTES

Employees who demonstrate disruptive behaviors can have a negative impact on the workplace and therefore need to be managed. This course prepares managers to identify, address and appropriately document problem behaviors, so they feel confident handling difficult-employee situations should they encounter them.

MICROAGGRESSIONS IN THE WORKPLACE

15 MINUTES

Microaggressions are subtle or unintentional comments or actions that can have a negative impact on others and the workplace. This training, designed for all employees, explains microaggressions and the effect they can have on others, examines why certain remarks are considered microaggressions, and provides guidance for responding to microaggressions in a positive and effective manner.

PREVENTING BULLYING IN THE WORKPLACE

20 MINUTES

Workplace bullying negatively impacts employees and organizations. This course explains what bullying in the workplace looks like, the difference between bullying and harassment, the costs to employees and organizations and what employers, targets and bystanders can do to stop this unacceptable behavior in the workplace.

PREVENTING DISCRIMINATION & HARASSMENT

VARIES

This course, available in employee and manager versions, explains the expected behaviors for building a respectful workplace and introduces employees to key concepts related to workplace harassment, retaliation, discrimination, bystander intervention, diversity, inclusion, and civility. The course complies with Federal and State regulations, with specific versions for CA, CT, DE, IL, MI, NY, NYC and WA. Available in 7 industry versions including Construction, Healthcare, Hotel, Manufacturing & Industrial, Office, Restaurant, and Retail.

PREVENTING WORKPLACE VIOLENCE

25 MINUTES

Workplace violence is bad for people – and for business – and includes a range of behavior, including bullying, verbal abuse, threats, intimidation, physical assaults and mass violence. This course for employees explains what workplace violence is, reviews red-flag behaviors that could mean trouble, and outlines the connection between domestic and work violence. It also gives employees practical guidance on what to do when confronting potentially violent situations, including active shooter situations – and emphasizes the importance of reporting concerns.

PSYCHOLOGICAL SAFETY AT WORK

20 MINUTES

Whether work takes place onsite, virtually or in a hybrid situation, we spend a significant portion of our lives at work. This course addresses the importance of fostering a psychologically safe work environment – where everyone can be their authentic selves and feel comfortable speaking up, admitting mistakes, sharing ideas and offering feedback. This course describes what psychological safe behaviors look like, how to implement them and how they benefit individuals, teams and organizations.

RELIGION, SPIRITUALITY AND BELIEFS

15 MINUTES

As society is becoming more diverse, and people are experiencing a growing need to bring their “whole self” to work, the workplace acceptance and even encouragement of an individual’s religion, spirituality and belief is becoming increasingly important. This training provides an overview of religion, spirituality and beliefs in the workplace, an explanation of its associated positive effects, and some practical tips for making the workplace more inclusive of religious and spiritual expression.

RESPONDING TO COMPLAINTS

20 MINUTES

This course is designed for managers and teaches about the role complaints - and the managers who receive them - play in surfacing and resolving issues. Managers will learn what complaints and investigations are, what to do - and what to avoid - when an employee brings a complaint, and what to do if the complaint is about them.

UNCONSCIOUS BIAS

20 MINUTES

Unconscious bias training is a positive step to help organizations recognize and address hidden biases that can influence workplace decisions. This course explains what unconscious bias is, describes how biases can influence workplace decisions, and provides suggestions to help individuals reach a higher level of awareness so they are better able to prevent personal biases from affecting their actions at work.

UNDERSTANDING AFFIRMATIVE ACTION PLANS

20 MINUTES

This awareness-level course introduces the employees and managers of organizations doing business with the federal government to Affirmative Action Plans. This course is available in versions for employees and managers, and explains what AAPs are, how they operate and the goals they aim to achieve. It addresses misconceptions around AAPs and explains what managers and employees can do to support a positive, inclusive workplace.



ACTIVE SHOOTER RESPONSE

20 MINUTES

Active shooter training strengthens and reinforces an organization's emergency action plan and can help reduce the risk of an incident occurring. This course explains how to prepare for, and respond appropriately to, an active shooter situation. The course will also teach you how to recognize indicators of potential violence so you may help reduce the likelihood of an active shooter incident.

ANTI-BRIBERY & ANTI-CORRUPTION

45 MINUTES

Staying compliant with anti-bribery and anti-corruption laws such as the FCPA and the UK Bribery Act is more than simply memorizing laws. Employees need to understand not just what the laws are, but why they matter, and how to handle the grey-area situations they might encounter in real life that could lead to potential violations. This course explains the behaviors that are expected of individuals to create a workplace free of bribery and corruption. It defines bribery, explains the applicable laws and regulations, and covers concepts such as "anything of value," dealing with "public officials" and "facilitation payments."

ANTI-MONEY LAUNDERING

30 MINUTES

Anti-Money Laundering (AML) training provides a basic understanding of anti-money laundering and associated laws, including the Bank Secrecy Act, USA Patriot Act and EU Laws and Regulations. The course explains common money laundering schemes and how to spot, prevent and report suspicious activities.

ANTITRUST & COMPETITION LAW

20 MINUTES

Antitrust laws keep the market competitive and protect consumers from unfair business practices. This training, designed for employees and managers in sales and purchasing roles, provides an overview of key antitrust laws and prohibited practices. The training includes several examples of questionable and illegal business practices so the learner will be able to recognize and avoid these situations, and respond appropriately should they encounter them.

AVOIDING INSIDER TRADING

20 MINUTES

Insider trading is a serious crime with serious consequences for individuals and companies. This course is for anyone working in either a public or private organization that needs to be aware and respect the laws governing insider trading. It defines insider trading and the use of MNPI.

BLOODBORNE PATHOGENS

30 MINUTES

Bloodborne Pathogens are infectious microorganisms contained in blood that can cause disease in humans. People working in virtually any occupation can accidentally be exposed to bloodborne pathogens. This training program was designed to provide employees who do not have "occupational exposure" to bloodborne pathogens with some basic safety information and common-sense rules for handling an unexpected situation. The course covers ways to prevent exposure, procedures to follow after an exposure, and other important guidelines on the subject.

BUILDING POSITIVE TEAMS AND UNION AWARENESS

20 MINUTES

This course introduces managers the basics around unions and focuses on how positive teams and good management create committed employees who are far less likely to turn to unions. It provides a primer on what unions are, why employees join unions, what managers can do to create positive teams and how to spot unionizing red flags.

CALIFORNIA CONSUMER PRIVACY ACT (CCPA)

25 MINUTES

This course introduces managers and employees to the basics of the California Consumer Privacy Act and helps them understand when the Act applies, what personal information is and the consumer rights and business requirements created by the Act.

CODE OF CONDUCT – ENTERPRISE EDITION

VARIES

This comprehensive course is tailored to align with a client's Code of Conduct. Over 25 compliance topics to choose from, including: Anti-Bribery/Anti-Corruption, Anti-Money Laundering, Antitrust & Anti-Competition, Appropriate Use of Electronics, Conflicts of Interest, Data Privacy, Discrimination, Harassment & Bullying, Diversity & Inclusion, Environment Stewardship & Sustainability, Fair Dealing, Gifts & Entertainment, Government Audits, Health & Safety, Human Trafficking, Information Security, Insider Trading, International Trade Laws, Political Activities, Protection of Assets, Public Communications, Recordkeeping, Relationships at Work, Respectful Workplace, Social Media, Substance Abuse, Third Party Due Diligence.

CODE OF CONDUCT – ESSENTIALS

45 MINUTES

This Code of Conduct training focuses on teaching employees how to make the right decisions when facing ethical and legal dilemmas in the workplace. The course is divided into bite-sized episodes covering a selection of core topics, including: Anti-Bribery, Conflicts of Interest, Gifts & Entertainment, Antitrust, Fair Dealing, Recordkeeping, Diversity & Inclusion, Discrimination, Harassment & Bullying, Social Media, Data Privacy, and Information Security.

CODE OF CONDUCT - FEDERAL ACQUISITION REGULATION (FAR)

30 MINUTES

This Code of Conduct training is tailored for federal contractors and sub-contractors and includes material required by the Federal Acquisition Regulation. This course is divided into brief episodes and provides examples of how to behave ethically in a variety of challenging situations. It covers topics such as anti-bribery, hiring government employees, conflicts of interest, gifts and entertainment, government audits, communications with government customers, pricing mandates, government supply contracts, rules for procurements, third party due diligence, keeping accurate records and reporting violations.

CODE OF CONDUCT - HEALTHCARE

60 MINUTES

This Code of Conduct training is tailored for the healthcare industry and explains the behaviors needed to make the right ethical choice in a number of challenging situations. This course is divided into brief episodes covering topics such as elements of a successful compliance program; healthcare laws and regulations related to fraud, waste and abuse; gifts and entertainment; politics at work; third party due diligence; record keeping; data privacy; information security and a respectful workplace.

DATA PRIVACY AND INFORMATION SECURITY

45 MINUTES

As technology advances and increases the availability of data, the challenges and threats to firms rise. Threats are generally assumed to be external, but often it is the employee's lack of knowledge or awareness and the subsequent actions that opens firms to security risks. In this course we will discuss a range of concepts regarding data privacy, information security and asset protection. Upon completing this course, employees will understand their roles and responsibilities in protecting personal and confidential information, and keeping information systems secure.

ENVIRONMENT, HEALTH AND SAFETY IN THE WORKPLACE

30 MINUTES

This course introduces employees and managers to EHS topics, initiatives, risks and hazards in the workplace. The course provides employees with practical actions to take to keep themselves healthy and safe, reduce security risks at work and protect the environment inside and outside of the workplace.

EXPORT CONTROLS

30 MINUTES

Federal laws, known as Export Controls, restrict the shipment and transfer of certain items, services, and technology. This training explains the basics of these laws and will prepare employees to recognize situations where these rules apply and respond appropriately. After taking this course, employees will have an understanding of situations covered by Export Controls, be familiar with the ITAR, EAR and OFAC, and know how to determine whether Export Controls apply and respond accordingly.

GENERAL DATA PROTECTION REGULATION (GDPR)

35 MINUTES

This course introduces the General Data Protection Regulation to managers and employees. Using examples and interactive exercises, it helps learners make the connection between what they see and do in their data-to-day work and the GDPR's lawful bases for data processing, data use principles, individual rights. Special attention is given to the need and benefit for transparency and reporting.

HIPAA

35-40 MINUTES

Ensuring that health and medical records are kept private and secure is a concern of both industry professionals and private citizens. The Health Insurance Portability and Accountability Act, commonly known as HIPAA, sets standards for the protection of individuals' medical records and other personal health information.

The training is available in two versions. **HIPAA for Covered Entities** is appropriate for businesses such as medical practices, hospitals, dental practices, nursing homes, pharmacies, and health plans. **HIPAA for Business Associates** is tailored to businesses such as medical device companies, accountants, lawyers, consultants, data processors and others. Both versions cover the essential HIPAA topics, but each was designed to contain practical information and relevant examples that provide learners with an understanding of how HIPAA applies to their types of job responsibilities and workplace.

HIPAA FOR TEXAS REGULATIONS (TMPA)

35-40 MINUTES

Business Associates Version: This 35-minute course, designed for individuals who come in contact with protected health information as business associates, explains how HIPAA and the Texas Medical Privacy Act apply to their job responsibilities and workplace. **Covered Entities Version:** This 40-minute course provides individuals who come in contact with protected health information a thorough understanding of how HIPAA and the Texas Medical Privacy Act apply to their job responsibilities and workplace.

PAYMENT CARD INDUSTRY DATA SECURITY STANDARDS (PCI DSS)

25 MINUTES

The Payment Card Industry Data Security Standards determine how merchants, processors, acquirers, issuers and service providers handle sensitive personal and financial data related to credit card transactions. This course introduces employees to the PCI Data Security Standards, focuses on key standards for front line employees, reviews key credit card features and shows employees what to look for to detect and prevent credit card fraud.

RECOGNIZING AND PREVENTING HUMAN TRAFFICKING

20-30 MINUTES

Human trafficking has increasingly become a pervasive and widespread problem. Today employees in industries like banking, social media, health care, hospitality, social services, transportation and many others are in a position to recognize and stop human trafficking. This 25-minute course teaches employees the different types of human trafficking, who is most vulnerable, the places where human trafficking occurs, the signs and indicators to look for that someone might be a victim and how employees can safely and anonymously report any suspicions.

RECOGNIZING AND PREVENTING HUMAN TRAFFICKING FOR HOTELS

20-30 MINUTES

Human trafficking is a multibillion-dollar criminal industry that affects millions of men, women and children around the world. The illegal exploitation of individuals takes many different forms and occurs in many different places, including hotels and motels. This course addresses the issues surrounding human trafficking. It teaches the definitions of human trafficking and related terms while providing guidance on how to identify at-risk individuals. This course also includes strategies on how to identify human trafficking specific to the following roles: hotel and motel staff, housekeeping, maintenance and room staff, concierge, bellman, front desk, security and valet staff, and food and beverage staff.

RECOGNIZING AND PREVENTING PHISHING ATTACKS

20 MINUTES

This course introduces managers and employees to the risks posed by phishing cyberattacks. It explains what phishing, spear phishing, vishing and smishing are, how they rely on deception, how to recognize an attack and what to do if you encounter one. It also includes an interactive simulations section in which learners apply what they've learned to spot red flags.

RESPONDING TO UNION ACTIVITY

20 MINUTES

This course introduces managers to the legal and practical landscapes after union activity has begun. Managers learn about the rights and prohibitions created by the National Labor Relations Act, what protected concerted activities and unfair labor practices are and how best to answer questions about labor activity using FOE and TIPS guidelines. Managers are also coached on their roles in an organizational response to union activity and how to safeguard their positions as team leaders.

MODERN SLAVERY IN SUPPLY CHAINS

20 MINUTES

This course is designed to help employees in procurement and other areas understand and manage the risks of labor exploitation in supply chains. The course explains what modern slavery is, provides examples of modern slavery practices and equips employees with practical information and steps to identify red flags with suppliers and report their concerns.

SUPPLIER CODE OF CONDUCT

20 MINUTES

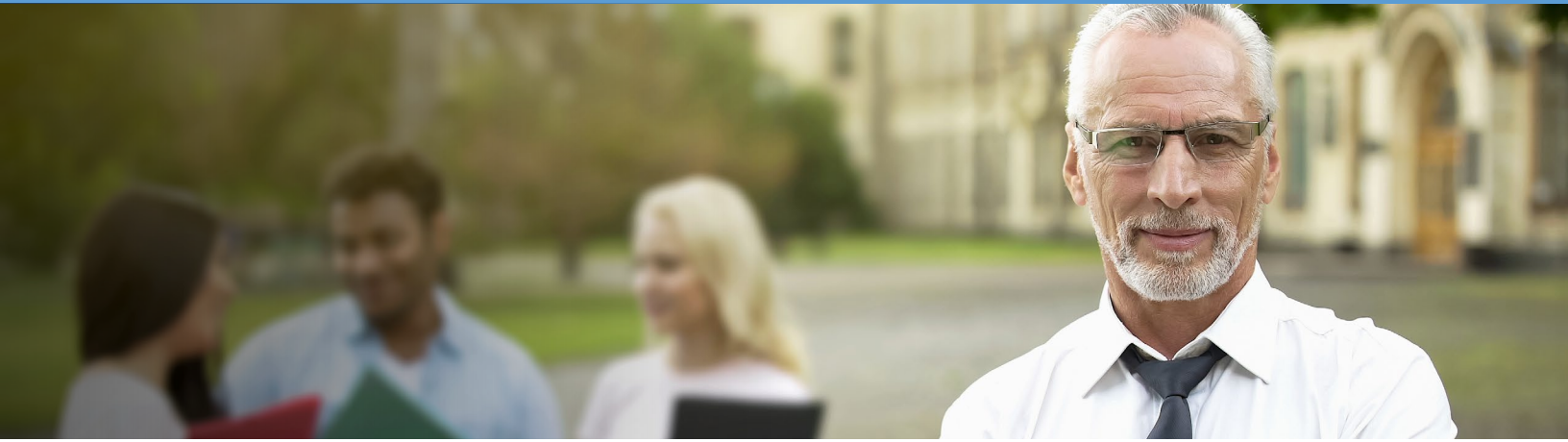
This Supplier Code of Conduct training supports Ethico's Modern Slavery in Supply Chains training. It was created so that companies could provide their supply chain vendors with an explanation of the standards and expectations for suppliers with regard to labor, ethics, health and safety, and the environment. The training is designed to help suppliers operate in a socially responsible manner and meet their contractual obligations with their business partners.

US IMPORT REGULATION

20 MINUTES

This course introduces managers and employees to the basics of U.S. import controls. Learners are introduced to the concept of shared responsibility for import compliance, the importance of an organizational approach to import compliance, as well as the basics of classification, valuation, country of origin, intellectual property rights issues and OFAC compliance.

HIGHER EDUCATION COURSE DESCRIPTIONS



CLERY ACT

25 MINUTES

The Clery Act requires schools receiving federal funds to collect and report statistics on campus crime. This training will explain what the Clery Act is, how it relates to your job responsibilities, and what conduct is expected of you to help your school comply.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

20 MINUTES

The Family Educational Rights and Privacy Act is a federal law that keeps student education records confidential. This training will review the rights of students and parents under FERPA, include basic definitions surrounding the law, and set the standards for the acceptable release of student records.

TITLE IX: PREVENTING SEXUAL MISCONDUCT FOR FACULTY AND STAFF

30 MINUTES

This course explains sexual misconduct and the rights and responsibilities of faculty and staff under Title IX and related laws. It offers practical information for preventing and responding to inappropriate behavior, and promoting a safe and respectful learning environment.

TITLE IX: PREVENTING SEXUAL MISCONDUCT FOR FACULTY & STAFF WITH REPORTING OBLIGATIONS

40 MINUTES

This course covers all the material in the Faculty and Staff course, with additional information on what employees with reporting obligations need to know about their duty to report sexual misconduct incidents they learn about directly or indirectly. Depending on the school policy, these individuals may also be referred to as responsible employees, mandatory reporters or another name.

TITLE IX: PREVENTING SEXUAL MISCONDUCT FOR STUDENTS

30 MINUTES

This course explains sexual misconduct and the rights of students under Title IX and related laws. It offers practical information for preventing and responding to inappropriate behavior, and shows how students can promote a safe and respectful learning environment.

DRUG AND ALCOHOL AWARENESS ON CAMPUS

20 MINUTES

This course provides students with general awareness training and practical information for making safer choices related to drugs and alcohol. It also encourages students to step up and take appropriate action when they recognize potentially dangerous situations.

WHAT OUR CUSTOMERS ARE SAYING:

"I administered the Title IX Responsible Employees course for 1700 employees and got nothing but positive feedback. People loved it, which is amazing given that it was a mandated training requirement. With [Ethico], there were no tech problems. It was a day and night difference from our previous training vendor. It was a breeze. Their service team responds quickly and always with patience. What a pleasure!"

- Natalie Potts, HR Generalist, Northeastern Illinois University

Ethico Sparks

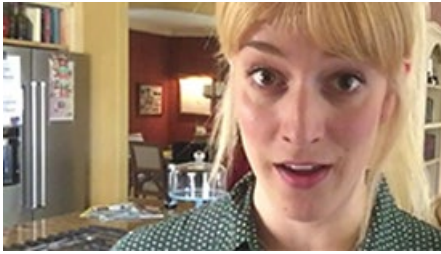
Keep workplace harassment top-of-mind with our series of short, engaging videos designed to raise awareness, spark conversations and motivate employees to speak up before potential problems become serious workplace issues. Only 2-3 minutes long, each Spark takes on a relevant topic in an informal style that breaks down barriers, making employees feel more comfortable asking questions and talking about their concerns.

Interested in viewing a course?

Contact our Sales Department for info and access to any of our courses for free.

ethico.com
sales@ethico.com
800-859-8840





BYSTANDER INTERVENTION

"We're In This Together" – When a manager makes an offensive comment about a team member during a meeting, no one says anything, even though the manager is clearly out of line. Chloe dispels the bystanders' excuses for not getting involved, and explains why it's important to say or do something. She then challenges viewers to think about how they would respond.



CONSENSUAL RELATIONSHIPS

"Love Happens" – Chloe discovers a coworker is dating their new boss, which brings up a lot of questions about how the relationship can affect the work dynamic. Chloe wonders what the company dating policy is and decides to review it.



SAME-SEX HARASSMENT

"A Little Help from a Friend" – A coworker confides that he's dealing with same-sex harassment and doesn't know what to do. Empathizing with his difficult situation, Chloe reminds viewers that sometimes all it takes is support from a coworker before an individual feels comfortable reporting sexual harassment.



DATING AT WORK

"Only Ask Once" – This episode deals with a persistent employee, who keeps asking out a coworker despite being turned down repeatedly. Chloe shares some of the increasingly hilarious excuses he gets, along with a workplace dating tip: You get to ask someone out once. If the answer isn't yes, don't ask again.



PROTECTION FROM RETALIATION

"Doing the Right Thing" – Chloe discusses her conversation with a coworker, who fears getting fired for sharing information about a harassment incident. She explains that people who report misconduct or participate in investigations are protected from retaliation and encourages viewers to speak up if they see or hear about inappropriate behavior.



PERSONAL LIABILITY

"Crossing Lines" – Chloe describes what happened to a supervisor, who didn't heed her advice that his off-color comments and jokes might be making people uncomfortable. While it's good to enjoy a laugh with coworkers, creating a hostile work environment is no joke.



CIVILITY IN THE WORKPLACE

"It's Elementary" – Chloe shares some practical tips on keeping calm when situations heat up at work. Sure things can get tense sometimes, but attacking a coworker's idea, making rude remarks and yelling can create a toxic work culture and take a toll on employee health.



BEING AN ALLY

"A Tough Transition" – Chloe shares her thoughts on being an ally to a good friend at work, who is transitioning from male to female. While it is the role of HR and management to provide guidance on how to address work-issues related to the transition, everyone can step up to be an ally by showing respect and compassion.



UNCONSCIOUS BIAS

"Superstar Search" – When a supervisor has trouble hiring a replacement for a "superstar" who left the company, Chloe notices a pattern. The supervisor is only interviewing candidates with the same background as the superstar. Unconscious bias is something we all have, however, if we aren't aware of our personal biases, they can pose a problem when they interfere with decisions at work.



CLIQUEES

"Circle Expansion" – Cliques are not just a high school thing. In this episode, Chloe shares her elevator encounter with a coworker, who confesses she's caught in a clique trap, all because she wanted to be part of the group. Wanting to fit in is fine, but cliques are not. They can hurt morale, teamwork and productivity. Chloe suggests that, instead of keeping people out, employees can expand their circle at work by thinking and acting inclusively.



SOCIALIZING WITH COWORKERS

"Busy Season" – Chloe describes some unusual behavior occurring at work, and how it escalated when the team went out for drinks together. Chloe worries about the effect some inappropriate behavior from a manager will have on a coworker and the workplace.



THE IMPORTANCE OF REPORTING MISCONDUCT

"Surprise Party" – Chloe recounts some surprising behavior that took place at a work party. She explains that it's important to report inappropriate behavior whether it happens onsite or offsite — and regardless of the job title of the person engaging in the behavior.



MICROAGGRESSIONS

"Mindful Speaking" – After participating in a training session on microaggressions, Chloe ponders some hurtful comments that have been made in her workplace. She explains that microaggression training isn't designed to make people feel bad, but rather to encourage people to be more mindful about what they say and do. She then challenges viewers to think about some of their past comments that may have been microaggressions.



BUSINESS COURTESIES

"The Game Plan" – When a vendor makes a last-minute change to the game plan, John realizes that the new circumstances may have turned a legitimate business courtesy into something different -- and possibly inappropriate. After reviewing his organization's policy, he decides to get guidance.



FACILITATION PAYMENTS

"What's the Holdup?" – When John receives a visit from an inspector, he is tempted by an offer to speed up the approval process for his project. But upon doing some research and looking at his organization's policy, he realizes it's a risky situation. Rather than take the offer, he seeks guidance.



PROTECTING CUSTOMER INFORMATION

"No Compromises" – John is disappointed that, despite a recent workshop on data security, several colleagues are still being careless with customer credit card information. John gives a brief refresher of credit card no-nos, and explains why it's important to take precautions, even if it means extra work.



UNWANTED TOUCHING

"The Lunch Rush" – Two employees discuss how uncomfortable it is working with someone who consistently gets "handsy" when he's in a hurry, sparking a conversation about how to keep the workplace respectful, even in a crowded, hectic environment.



PREGNANCY DISCRIMINATION

"Misguided Decision" – A manager rejects a job applicant outright just because she is pregnant, which is not only unfair, it's a form of discrimination and illegal. This episode sparks a conversation about pregnancy discrimination and the importance of following fair employment practices when recruiting, interviewing and hiring.



SOCIAL MEDIA BEHAVIOR

"Bad Influencer" – An employee mocks a coworker's accent and national origin on social media, sparking a conversation about what is appropriate social media conduct when it involves colleagues and the workplace.



RESPECTFUL COMMUNICATIONS

"Breathe" – Dan talks about a stressful situation that's resulting in some improper behavior at work. He offers tips for ensuring spoken and electronic interactions remain civil even in heated situations, which sparks a conversation about respectful communications.



INAPPROPRIATE JOKES

"Off Limits" – When a coworker starts crossing the line from funny to offensive, Dan discusses why certain jokes are inappropriate -- even within a "tight" group. Dan devises a plan for helping his coworker tone things down... and sparks a conversation about handling similar situations.



INCLUSION

"The Table" – When Dan notices the array of food on the breakroom table, he is reminded of how diverse his organization is. A talk on inclusion follows, which sparks a conversation about how involving people from different backgrounds makes a team stronger, and a workplace more engaging.



APPROPRIATE BEHAVIOR FOR WORK PARTIES

"Party Time" – When a colleague has the wrong idea about the nature of an upcoming work party, Sarah decides to bring her up-to-date. She explains that while the atmosphere may be different from the usual work setting, the expectations of respectful behavior remain the same.



POLITICAL DISCUSSIONS AT WORK

"Civics & Civility" – Sarah discusses a recent barrage of political messages and its negative impact on the work environment. Sarah reminds viewers that while it's okay to be politically active on their own time, they should refrain from discussing politics and other divisive topics in the workplace.



STAYING SAFE AND RESPECTFUL IN THE FIELD

"Find a Job You Love" – Chloe shares how much she enjoys her job in the field, and acknowledges that at times it's easy to forget about workplace policies. She stresses the importance of acting professionally and following conduct and safety guidelines even when work doesn't feel like work.



RUMORS AND GOSSIP

"Gossip, Gossip, Gossip!" – After a co-worker tried to engage her in gossip, Chloe explains that gossip and rumors are bad for the work environment. She points out that avoiding these behaviors is not enough, and then encourages viewers to go out of their comfort zone to help shut down any workplace gossip or rumors they hear.



AN INTERGENERATIONAL WORKFORCE

"The Blender" – After one co-worker made an inappropriate comment pertaining to another's age, Chloe discusses the dynamics of an intergenerational workforce. She explains that when people from different age groups are respectful and open-minded, in addition to fostering a pleasant work environment, they also create opportunities to blend their strengths together and accomplish even more as a team.



AVOIDING COVID-19 BIAS

"Slowing the Spread...of Rumors" – Chloe observes co-workers spreading rumors based on some false assumptions about another co-worker's COVID-19 situation. She explains that people should show empathy rather than allow fear-based bias to impact the way they treat others.



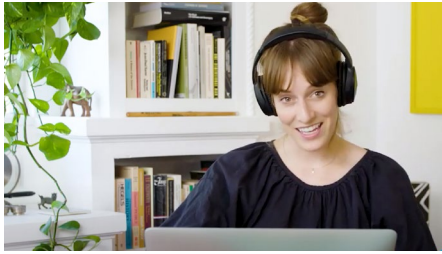
KEEPING POLITICAL DISCOURSE CIVIL

"Double Foul" – When a conversation between co-workers turns political, and becomes uncivil, Chloe steps in to change the mood. She explains that sharing differing opinions and ideas, with empathy and in a respectful manner, can lead to problem solving.



SOCIAL ISSUES AND SOCIAL MEDIA

"Empathy Check" – When Chloe observes that a co-worker is feeling down, she finds out that a current social issue is having an impact close to home. Chloe explains how charged content on social media can lead to people feeling excluded, and she encourages people to take an empathy check before posting.



AVOIDING PERSONAL CHOICE BIAS

“Math Superhero” – Chloe shares a story of how her work team almost passed on a great contributor -- because of bias against the individual’s personal choice. Chloe explains how such bias can lead to misguided assumptions and gives insight on how to avoid this.



PSYCHOLOGICAL SAFETY

“Stinky Fish” – Stephen talks about her experience working on a team where trust, candor and inclusivity elevate performance and commitment.



SHOWING APPRECIATION

“Maria’s Cupcake” – Stephen talks about being inspired to make an extra effort to show kindness and gratitude - and how that effort creates a more positive workplace.



STAYING CONNECTED

“Reply All Welcome” – Stephen talks about why making a special effort to connect to new and existing employees can make an important difference in how people feel about their coworkers and work.

Our Vision

Ethico aspires to help create ethical workplace cultures of respect and inclusion - where employees thrive and individuals feel valued and appreciated and organizations succeed.

Interested in viewing a course?

Contact our Sales Department for info and access to any of our courses for free.

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