



**WORKPLACE HARASSMENT**, Online Training, 2009, [Anderson-davis, Inc.](#)

Review by [Nancy Price](#)

Rating: ★★ ★ 1/2

Research shows that increasingly employees want to work for companies that are socially responsible and “walk the talk” of their ethical values. They demand respectful, inclusive environments free from harassment, whether it is blatant or subtle. This demand, combined with heightened scrutiny of company practices, puts pressure on organizations to make sure their employees and managers understand the new realities.

How do you ensure that your managers have the knowledge and the skills to prevent workplace harassment, especially less obvious forms of disrespect and retaliation? The [Anderson-davis Workplace Harassment: Prevention and the Law](#) e-learning course is an excellent tool to assist your leadership in managing a positive and productive workplace.

## DESCRIPTION

The course comes in three versions: two supervisor versions--one 120 minutes and the other 80 minutes--and a 60-minute employee version. I reviewed the 120-minute supervisor course, which is comprised of eight sexual harassment lessons with a pre- and post-test.

There are over 15 full-motion video dramatizations illustrating key lessons. The program includes customizable course content through customer-selected modules so your company logo, client policy, and complaint process information can be incorporated. The course is promoted as legally defensible in all 50 states.

The courses have Help sections available with one click. Support is available by phone and email; you receive a response within 24 hours or the next business day. There is no additional charge for support. The courses are SCORM 1.2 compatible and can be integrated into client’s LMS or offered as a hosted solution using the Anderson-davis LMS.

## EVALUATION

My background is in instructional design so it is refreshing to see an e-learning program that is well conceived and constructed. The supervisor course is rich with interactive, realistic scenarios interspersed with “small frequent feedings” of knowledge. Any manager completing the course would be well equipped to recognize sexual harassment and respond appropriately.

Potential clients need to be aware that this program is not designed to be an introduction to sexual harassment issues. Rather, this course

builds on the basics and focuses on the more subtle types of discrimination and retaliation that occur in organizations and very frequently are not reported.

The program objectives are clearly stated, and navigating through the course is intuitive and very user-friendly. The screens are uncluttered, allowing you to focus on critical points of information. The use of a male and a female narrator adds a nice balance.

Although the overall course length is long (120 minutes), you can bookmark completed lessons and resume work at a later time. The course employs a variety of graphics and ways to test for knowledge transfer at the end of each lesson that give you the sense you are always encountering new and interesting material.

The production quality is excellent and the cast of actors is appropriately diverse. There is a nice balance of office and manufacturing type environments. The course does not shy away from some of the troubling behavior that actually occurs in organizations.

One scenario deals with an employee who leers at and takes a cellphone photo of a female employee's bottom as she walks by. Another depicts employees betting on the sexual orientation of a co-worker. Issues covered in the "Ask HR" module of the program include the viewing of pornography on cell phones, first amendment rights vs. profanity in the workplace, the difference between bullying and harassment, and employees believing that you cannot sexually harass a gay employee.

I was particularly impressed with the many ways that this course can be customized:

- Addition of company logo
- Screen tabs for access to your company's relevant policies and terminology
- Ability to email questions to your HR employees during the course

As with any course, I encountered some minor drawbacks. Although I believe the topic is critical, the course length might be more than some organizations are willing to commit to. There is a progress bar within each module; however you have to click on the Menu button at the top of the screen to see where you are in the overall program. Also, some questions ask you the number of times you saw inappropriate behavior in a course vignette instead of asking you to identify the behaviors.

### Recommendation

Sometimes sexual harassment is so blatant and outrageous that knowing what to do is very clear. More often the harassment our leaders are seeing is subtle and employees are not always complaining about it. [Subtle sexual harassment is not a legal term--but it is the most common and least understood type of sexual harassment in the workforce today. That is reason enough to educate your managers on how to recognize and effectively resolve these issues. And that is why I highly recommend the Workplace Harassment: Prevention and the Law supervisor e-learning course.](#)

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★★★★ Outstanding; ★★★ 1/2 Very good; ★★ ★ Good; ★★ 1/2 Above average; ★★ Average; ★ 1/2 Below average; ★ Poor