

Affirmity

Workforce Compliance Training

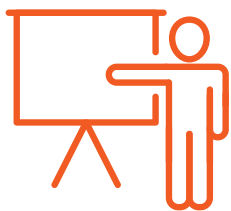
A Compliant, Flexible Solution for EEOC and OFCCP Training

Federal law requires that employers provide work environments that are free from harassment and discrimination. Equal Employment Opportunity Commission (EEOC) Enforcement Guidelines state that managers must receive periodic training. State and federal courts can and do penalize employers who fail to provide this training.

Affirmity offers a wide range of workforce compliance training options— designed for flexibility and customized as needed to suit your requirements. Based on your training requirements, we can provide courses via live or recorded webcasts, classroom, video, and other channels.

To help your organization avoid penalties, maximize participation, and create an inclusive culture, Affirmity offers anywhere/anytime training on required Office of Federal Contractors Compliance Programs (OFCCP) and EEOC compliance topics. We take a people-centric—not a process-centric—approach to workforce compliance training to empower employees and help improve workplace culture.

Custom Workforce Compliance Content for Your Workforce



We deliver instructor-led classroom, and webcasts customized to your needs

Affirmity also develops and delivers customized content—across video and other channels—to your workforce according to your requirements. We develop custom courses that cover the requirements and nuances of compliance with regulatory agencies, but also in alignment with your organization's culture and values.



Quality, interactive content helps employees understand the issues, driving the success of workforce compliance efforts and helping you create an inclusive culture.

Key Benefits

- eLearning automatically documents participation to ensure compliance with federal training requirements
- Maximizes participation with flexible, anywhere/anytime training
- Covers all federally required workforce compliance topics
- Accommodates your organization's needs with customized content
- Increases knowledge transfer and retention by using multiple training channels and interactive testing
- Delivers quality courses through a variety of channels to meet your organization's specific training needs
- Tailors subject matter to employees knowledge of workforce compliance regulations through delivery of beginner and intermediate level courses.

Flexible eLearning Packages

Our Federal Contractor Required Training Package includes courses required by OFCCP and EEOC:

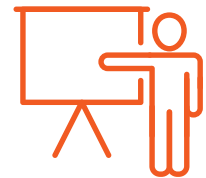
- ADA & Disability Discrimination for Managers and for Non-Managers: Introduces managers and employees to the basics of disability law and how to spot and address common workplace situations.
- Affirmative Action 101: Designed to provide frontline managers with critical background and guidance to navigate issues related to Affirmative Action Plans. It meets all training requirements of the EEOC and OFCCP.
- Code of Conduct: Customizable course to offer concise, targeted guidance for learners, with ability to tailor course content to address the topics that matter most to your organization.
- Cyber Security: Provides a quick introduction to and practical guidance on common cyber security threats to your organization.
- Drug & Alcohol Awareness for Managers and for Non-Managers: Designed to teach people how to spot the signs of drug and alcohol use.
- Preventing Workplace Harassment for Managers and for Non-Managers: Focused on the legal concepts related to harassment based on gender and other protected categories.

Offer a Variety of Hands-on, Instructor-led Courses via Live Webcast or Classroom, including:

- Beyond the Written AAP - After the annual affirmative action plan is prepared, there are many more steps needed to ensure federal contractors are in compliance with other regulations.
- Compliance with EEO Laws - Covers each of the laws enforced by the EEOC and review which employers are covered and employer obligations under these laws.
- Compliance with Section 503/VEVRAA - Complies with the requirement to train your managers, recruiters and HR personnel on responsibilities under Section 503 and VEVRAA.
- Principles of Affirmative Action - Affirmative action programs should assist in establishing a methodology and process to examine all employment decisions whereby focused good faith efforts, and outreach and recruiting can provide opportunities across all employment classifications.
- Principles of Recruiter Compliance - Review of responsibilities to ensure that recruiter processes line up with Executive Order 11246, Section 503 of the Rehabilitation Act and VEVRAA.
- Engaging in Effective Outreach, Recruitment and Good Faith Efforts - Discussion of required good-faith efforts for minorities and women as well as outreach and recruitment efforts for veterans and individuals with disabilities.

Variety of Channels Available

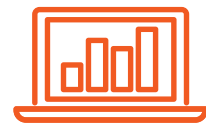
Affirmity provides multiple delivery methods to create a blended approach and greater flexibility to meet organizational and employee needs:



Instructor-led classroom



Webcasts – live and on-demand



eLearning



Micro-learning

Contact Us

Find out how Affirmity's Workforce Compliance Training can help you avoid penalties, maximize participation, and create an inclusive culture.

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