



HR Compliance Training Assessment

Congratulations, your assessment is complete! Don't forget to click the "Submit & Download Report" button in the lower right corner of your screen to save a copy!

We understand that even experienced HR professionals have difficulty aligning employees with the right training for compliance. This tool was created to help you connect the dots between your workforce training program, HR compliance, and HR best practices.

The report contains recommendations on the areas you indicated apply to your organization and team, including information about the regulation, training frequency, and recommended HSI courses that can help you meet your training needs. The list of HSI courses is intended to help by providing a selection. The results are not implying that every course is mandatory, and the assessment is also not implying that this is a comprehensive list of training requirements for your state or city or organization-specific needs. This assessment is to help you make sense of key requirements and the resources HSI must support you.

You can complete as many assessments as you like, often it is helpful to fill one out for each location or division in order to create a customized, specific report. You can send the link to managers and supervisors to complete for their own teams.

Date
02/06/2025
Report For
John Smith
Department/Location
Springfield

Do your employees or managers make decisions related to hiring, promotions, layoffs, or workplace policies that could affect individuals of different age groups?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Age Discrimination in Employment Act (ADEA) protects workers 40 years of age and older from discrimination based on age in hiring, promotion, compensation, and other employment decisions. It applies to employers with 20 or more employees, including private companies, government agencies, labor organizations, and employment agencies.

Recommended Courses:

[Age Discrimination in Employment Act: ADEA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Working With Different Generations: 01. Introduction to the Working Generations](#)

[Working With Different Generations: 02. Working With Baby Boomers](#)

[Working With Different Generations: 03. Working With Gen X](#)

[Working With Different Generations: 04. Working With Millennials](#)

[Working With Different Generations: 05. Working With Gen Z](#)

[Working With Different Generations: 06. Working Together Across Generations](#)

Do your employees or managers interact with individuals with disabilities or make decisions related to hiring, accommodations, or accessibility in the workplace?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Americans with Disabilities Act (ADA) protects individuals with physical or mental impairments that substantially limit one or more major life activities, individuals with a history of such impairments, and those perceived as having a disability.

It applies to employees, job applicants, customers, and the public, covering employers with 15 or more employees, government entities, and businesses that provide public accommodations.

Recommended Courses:

[ADA for Managers](#)

[Disclosing a Physical or Mental Health Condition](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers have roles in setting and discussing salaries, determining raises, or making compensation-related decisions?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Equal Pay Act (EPA) of 1963 protects men and women who work in the same establishment from wage discrimination based on sex when performing substantially equal work in terms of skill, effort, responsibility, and working conditions.

It applies to all employers covered by the Fair Labor Standards Act (FLSA), including private employers, government agencies, and labor organizations.

Recommended Courses:

[EPA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers oversee tasks such as scheduling, wage calculations, overtime assignments, or compliance with labor laws?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The Fair Labor Standards Act (FLSA) protects most private-sector and government employees by setting minimum wage, overtime pay, recordkeeping, and child labor standards.

It applies to employees of businesses with at least \$500,000 in annual revenue or those engaged in interstate commerce, as well as schools, hospitals, and government agencies.

Recommended Courses:

[Fair Labor Standards Act: 02. FLSA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Time Matters for Managers: Time Theft for Managers](#)
[Time Matters for Managers: Monitoring Employee Time](#)
[Time Matters for Managers: Overseeing Overtime](#)
[Time Matters for Managers: Time and Employee Morale](#)

Do your employees or managers handle requests for time off, manage leave policies, or make decisions about accommodations for employees dealing with family or medical needs?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The Family and Medical Leave Act (FMLA) protects eligible employees of covered employers by granting up to 12 weeks of unpaid, job-protected leave per year for specific family and medical reasons, such as a serious health condition, childbirth, or caring for a family member.

It applies to employees of private employers with 50 or more employees, public agencies, and schools, who have worked for at least 12 months and 1,250 hours in the past year.

Recommended Courses:

[FMLA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Would employees and managers benefit by having clarity around employee rights as it pertains to military family and medical leave?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

Military Family Leave under the FMLA protects eligible employees by allowing up to 26 weeks of unpaid, job-protected leave to care for a covered servicemember with a serious injury or illness, and up to 12 weeks for qualifying exigencies related to a family member's military deployment.

It applies to employees of private employers with 50 or more employees, public agencies, and schools, who have worked for at least 12 months and 1,250 hours in the past year.

Recommended Courses:

[Military FMLA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers make decisions regarding hiring, promotions, job assignments, or accommodations that could impact employees who are pregnant or recovering from childbirth?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

PDA
The Pregnancy Discrimination Act (PDA) protects pregnant employees from discrimination in hiring, firing, promotions, and other employment practices, ensuring they are treated the same as other employees with similar abilities or limitations.

It applies to employers with 15 or more employees, including private employers, government agencies, labor organizations, and employment agencies.

PWFA

The Pregnant Workers Fairness Act (PWFA) protects workers affected by pregnancy, childbirth, or

related medical conditions, requiring employers to provide reasonable accommodations, such as modifying tasks or allowing for more frequent breaks.

It applies to employers with 15 or more employees and covers a wide range of employees, including those in public and private sectors, with a focus on ensuring equal treatment and opportunities during and after pregnancy.

Recommended Courses:

[Pregnancy Discrimination Act: PDA for Managers](#)
[Pregnant Workers Fairness Act: PWFA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers handle requests for accommodations related to breastfeeding or pumping at work, including designated spaces and break time for nursing mothers?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The PUMP for Nursing Mothers Act protects employees who are breastfeeding, ensuring they have the right to reasonable break time and a private, non-bathroom space to express breast milk during work hours.

It applies to employees covered by the Fair Labor Standards Act (FLSA), including those working for employers with at least one employee, regardless of the employer's size or sector.

Recommended Courses:

[PUMP for Nursing Mothers Act: PUMP Act for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers make decisions related to hiring, promotions, or benefits for individuals who serve or have served in the military, or manage leave for military service?

Oversight Agency:

U.S. Department of Labor's Veterans' Employment and Training Services (VETS)

Summary of Requirements and Recommendations:

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects employees who serve or have served in the military, ensuring their right to return to their civilian jobs with the same status, pay, and benefits after completing military service.

It applies to all employers, regardless of size, and protects veterans, active-duty service members, and reservists against discrimination or retaliation based on their military service.

Recommended Courses:

[USERRA for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers handle workplace injury reports, claim filings, or accommodations related to workers' compensation?

Oversight Agency:

U.S. Department of Labor's Office of Workers' Compensation Programs (OWCP)

Summary of Requirements and Recommendations:

Workers' Compensation protects employees who suffer work-related injuries or illnesses, providing them with benefits such as medical treatment, wage replacement, and rehabilitation services.

It applies to most employees in the private and public sectors, with coverage provided by state-administered programs that vary by location, typically involving employers with employees injured on the job or affected by occupational diseases.

Recommended Courses:

[Workers' Compensation for Managers: 01. Understanding Workers' Compensation for Managers](#)

[Workers' Compensation for Managers: 02. Workers' Compensation Claims for Managers](#)

[Workers' Compensation for Managers: 03. Return to Work and Injury Settlements for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

Do your employees or managers oversee scheduling, overtime, meal and rest breaks, or payroll practices in compliance with California's specific labor laws?

Oversight Agency: California Department of Industrial Relations (DIR),
Division of Labor Standards Enforcement (DLSE)

Summary of Requirements and Recommendations:

California's Time and Labor Laws protect employees in California by regulating wages, work hours, overtime, and rest periods, ensuring fair compensation and working conditions.

These laws apply to employees working in California, including both private and public sector workers, and cover areas like minimum wage, meal and rest breaks, and proper overtime pay for eligible employees.

Recommended Courses:

[California Time and Labor for Employees](#)
[California Time and Labor for Managers](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)

Would your employees benefit by having a better understanding of their rights under the Age Discrimination in Employment Act (ADEA), including protections against age discrimination in the workplace and how to address any concerns?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Age Discrimination in Employment Act (ADEA) protects workers 40 years of age and older from discrimination based on age in hiring, promotion, compensation, and other employment decisions

It applies to employers with 20 or more employees, including private companies, government agencies, labor organizations, and employment agencies.

Recommended Courses:

[Age Discrimination in Employment Act: ADEA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Working With Different Generations: 01. Introduction to the Working Generations](#)
[Working With Different Generations: 02. Working With Baby Boomers](#)
[Working With Different Generations: 03. Working With Gen X](#)
[Working With Different Generations: 04. Working With Millennials](#)
[Working With Different Generations: 05. Working With Gen Z](#)
[Working With Different Generations: 06. Working Together Across Generations](#)

Would your employees benefit by having a better understanding of the rights under the Americans with Disabilities Act (ADA), including their rights as individuals and what to do if they feel their rights are being violated?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Americans with Disabilities Act (ADA) protects individuals with physical or mental impairments that substantially limit one or more major life activities, individuals with a history of such impairments, and those perceived as having a disability.

It applies to employees, job applicants, customers, and the public, covering employers with 15 or more employees, government entities, and businesses that provide public accommodations.

Recommended Courses:

[ADA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Disclosing a Physical or Mental Health Condition](#)

Would your employees benefit by having a better understanding of their rights under the Equal Pay Act (EPA), including how to address concerns about potential pay disparities in your workplace?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

The Equal Pay Act (EPA) of 1963 protects men and women who work in the same establishment from wage discrimination based on sex when performing substantially equal work in terms of skill, effort, responsibility, and working conditions.

It applies to all employers covered by the Fair Labor Standards Act (FLSA), including private employers, government agencies, and labor organizations.

Recommended Courses:

[EPA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

Would your employees benefit from a better understanding of their rights under the Fair Labor Standards Act (FLSA), including wage and hour regulations, overtime, and recordkeeping requirements?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The Fair Labor Standards Act (FLSA) protects most private-sector and government employees by setting minimum wage, overtime pay, recordkeeping, and child labor standards.

It applies to employees of businesses with at least \$500,000 in annual revenue or those engaged in interstate commerce, as well as schools, hospitals, and government agencies.

Recommended Courses:

[Fair Labor Standards Act: 01. FLSA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Time Matters for Employees: Understanding Timesheets](#)

[Time Matters for Employees: Overtime Rules](#)

[Time Matters for Employees: Time Theft](#)

[Time Matters for Employees: Logging Workday Interruptions](#)

Would your employees benefit from a better understanding of their rights under the Family and Medical Leave Act (FMLA), including eligibility, job protections, and how to request leave?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The Family and Medical Leave Act (FMLA) protects eligible employees of covered employers by granting up to 12 weeks of unpaid, job-protected leave per year for specific family and medical reasons, such as a serious health condition, childbirth, or caring for a family member.

It applies to employees of private employers with 50 or more employees, public agencies, and schools, who have worked for at least 12 months and 1,250 hours in the past year.

Recommended Courses:

[FMLA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

Would your employees benefit from a better understanding of their rights under the Military Family and Medical Leave Act (Military FMLA), including eligibility, job protections, and the process for taking leave related to military service?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

Military Family Leave under the FMLA protects eligible employees by allowing up to 26 weeks of unpaid, job-protected leave to care for a covered servicemember with a serious injury or illness, and up to 12 weeks for qualifying exigencies related to a family member's military deployment.

It applies to employees of private employers with 50 or more employees, public agencies, and schools, who have worked for at least 12 months and 1,250 hours in the past year.

Recommended Courses:

[Military FMLA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

Would your employees benefit from a better understanding of their rights under the Pregnancy Discrimination Act (PDA) and the Pregnant Workers Fairness Act (PWFA), including protections against discrimination and the process for requesting accommodations related to pregnancy, childbirth, and related medical conditions?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC)

Summary of Requirements and Recommendations:

PDA
The Pregnancy Discrimination Act (PDA) protects pregnant employees from discrimination in hiring, firing, promotions, and other employment practices, ensuring they are treated the same as other employees with similar abilities or limitations.

It applies to employers with 15 or more employees, including private employers, government agencies, labor organizations, and employment agencies.

PWFA
The Pregnant Workers Fairness Act (PWFA) protects workers affected by pregnancy, childbirth, or related medical conditions, requiring employers to provide reasonable accommodations, such as modifying tasks or allowing for more frequent breaks.

It applies to employers with 15 or more employees and covers a wide range of employees, including those in public and private sectors, with a focus on ensuring equal treatment and opportunities during

and after pregnancy.

Recommended Courses:

- [Pregnancy Discrimination Act: PDA for Employees](#)
- [Pregnant Workers Fairness Act: PWFA for Employees](#)

Other Applicable Courses:

- [Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
 - [Returning from Maternity Leave](#)
 - [Planning for Maternity Leave: 01. The First Trimester](#)
 - [Planning for Maternity Leave: 02. The Second Trimester](#)
 - [Planning for Maternity Leave: 03. The Third Trimester](#)
-

Would your employees benefit from a better understanding of their rights under the PUMP for Nursing Mothers Act, including the right to breastfeeding accommodations, break time, and a private space for pumping at work?

Oversight Agency: U.S. Department of Labor's Wage and Hour Division (WHD)

Summary of Requirements and Recommendations:

The PUMP for Nursing Mothers Act protects employees who are breastfeeding, ensuring they have the right to reasonable break time and a private, non-bathroom space to express breast milk during work hours.

It applies to employees covered by the Fair Labor Standards Act (FLSA), including those working for employers with at least one employee, regardless of the employer's size or sector.

Recommended Courses:

- [PUMP for Nursing Mothers Act: PUMP Act for Employees](#)

Other Applicable Courses:

- [Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
 - [Preparing for Pumping at Work](#)
 - [Returning from Maternity Leave](#)
 - [Planning for Maternity Leave: 01. The First Trimester](#)
 - [Planning for Maternity Leave: 02. The Second Trimester](#)
 - [Planning for Maternity Leave: 03. The Third Trimester](#)
-

Would your employees benefit from a better understanding of their rights under Uniformed Services Employment and Reemployment Rights Act (USERRA), including protections related to military service, reemployment, and job security?

Oversight Agency:

U.S. Department of Labor's Veterans' Employment and Training Services (VETS)

Summary of Requirements and Recommendations:

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects employees who serve or have served in the military, ensuring their right to return to their civilian jobs with the same status, pay, and benefits after completing military service.

It applies to all employers, regardless of size, and protects veterans, active-duty service members, and reservists against discrimination or retaliation based on their military service.

Recommended Courses:

[USERRA for Employees](#)

Other Applicable Courses:

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

Would your employees benefit from a better understanding of their rights under workers' compensation laws, including the process for reporting workplace injuries, filing claims, and receiving appropriate benefits and accommodations?

Oversight Agency:

U.S. Department of Labor's Office of Workers' Compensation Programs (OWCP)

Summary of Requirements and Recommendations:

Workers' Compensation protects employees who suffer work-related injuries or illnesses, providing them with benefits such as medical treatment, wage replacement, and rehabilitation services.

It applies to most employees in the private and public sectors, with coverage provided by state-administered programs that vary by location, typically involving employers with employees injured on the job or affected by occupational diseases.

Recommended Courses:

[Workers' Compensation for Employees: 01. Understanding Workers' Compensation for Employees](#)

[Workers' Compensation for Employees: 02. Workers' Compensation Claims for Employees](#)

[Workers' Compensation for Employees: 03. Return to Work and Injury Settlements for Employees](#)

Is your organization considered a covered entity, or do your employees or managers interact with PHI (personal health information) as part of their

duties, requiring an understanding of HIPAA?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

Are your employees or managers involved in implementing an electronic health record system, ensuring confidentiality of private information, or involved in IT security for a healthcare organization requiring a comprehensive understanding of patient privacy protections and/or cybersecurity measures in healthcare?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA HITECH (Health Information Technology for Economic and Clinical Health Act) protects individuals' health information by promoting the use of electronic health records (EHRs) and strengthening privacy and security provisions to ensure that healthcare providers, insurers, and their business associates secure electronic Protected Health Information (ePHI).

The HIPAA Privacy Rule protects individuals' personal health information (PHI) by regulating how covered entities (healthcare providers, health plans, etc.) handle, use, and disclose this information, while the HIPAA Security Rule specifically protects ePHI by setting standards for its confidentiality,

integrity, and availability through administrative, physical, and technical safeguards.

Recommended Courses:

- [HIPAA Essentials](#)
- [HIPAA Special Rules and Breaches: HITECH Deep Dive](#)
- [HIPAA Special Rules and Breaches: Privacy Rule Deep Dive](#)
- [HIPAA Special Rules and Breaches: Security Rule Deep Dive](#)

Other Applicable Courses:

- [2024 HIPAA Rules Updates](#)
 - [HIPAA For General Employees: HIPAA Patient Rights](#)
 - [HIPAA For General Employees: HIPAA and HITECH Overview](#)
 - [HIPAA For General Employees: HIPAA Privacy Rule](#)
 - [HIPAA For General Employees: HIPAA Security Rule](#)
-

Do your employees or managers work with genetic information in healthcare, or are they responsible for protecting genetic privacy, requiring an understanding of the specific protections for genetic information?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

The HIPAA Genetic Information Nondiscrimination Act (GINA) Rule protects individuals' genetic information by prohibiting health insurance companies and employers from using genetic information for discrimination in health insurance coverage or employment decisions.

It applies to health insurers, employers, and healthcare providers, ensuring that genetic information is not used inappropriately to affect an individual's health coverage or job status, thus safeguarding against genetic discrimination.

Recommended Courses:

- [HIPAA Essentials](#)
- [HIPAA Special Rules and Breaches: GINA Rules Deep Dive](#)

Other Applicable Courses:

- [2024 HIPAA Rules Updates](#)
- [HIPAA For General Employees: HIPAA Patient Rights](#)
- [HIPAA For General Employees: HIPAA and HITECH Overview](#)
- [HIPAA For General Employees: HIPAA Privacy Rule](#)
- [HIPAA For General Employees: HIPAA Security Rule](#)

Are your employees or managers responsible for preventing or responding to information security incidents specific to personal health information (PHI)? Or do they oversee risk management for patient information?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

[HIPAA Special Rules and Breaches: Protecting Against HIPAA Breaches](#)

[HIPAA Special Rules and Breaches: Handling HIPAA Breaches](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

Are your employees or managers responsible for patient information during emergency care, requiring an understanding of HIPAA compliance in high-stress, time-sensitive situations?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: Protected Health Information](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

[HIPAA For General Employees: HIPAA Security Rule](#)

Are your employees or managers involved in managing medical records or health-related employee data requiring an understanding of HIPAA's impact on HR practices?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

[HIPAA for Special Roles: HIPAA for Human Resources Professionals](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: Protected Health Information](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

[HIPAA For General Employees: HIPAA Security Rule](#)

Do your employees or managers access protected health information from non-medical locations, for example, do they work outside of a traditional office environment, requiring guidance on maintaining HIPAA compliance while working remotely?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

[HIPAA for Special Roles: HIPAA for Remote Workers](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: Protected Health Information](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

[HIPAA For General Employees: HIPAA Security Rule](#)

Are your employees or managers responsible for creating marketing materials involving patient data, requiring an understanding of HIPAA restrictions on patient information use?

Oversight Agency: U.S. Department of Health and Human Services (HHS) ,
Office for Civil Rights (OCR)

Frequencies: Annually

Summary of Requirements and Recommendations:

HIPAA (Health Insurance Portability and Accountability Act) protects individuals' health information, ensuring that healthcare providers, insurers, and clearinghouses maintain the privacy and security of personal health data (Protected Health Information or PHI).

It applies to covered entities like healthcare providers, health plans, and healthcare clearinghouses, as well as business associates who handle PHI on behalf of these entities. It ensures that individuals' health data is protected from unauthorized use or disclosure.

Recommended Courses:

[HIPAA Essentials](#)

[HIPAA for Special Roles: HIPAA Compliance in Health Care Marketing](#)

Other Applicable Courses:

[2024 HIPAA Rules Updates](#)

[HIPAA For General Employees: HIPAA Patient Rights](#)

[HIPAA For General Employees: HIPAA and HITECH Overview](#)

[HIPAA For General Employees: Protected Health Information](#)

[HIPAA For General Employees: HIPAA Privacy Rule](#)

[HIPAA For General Employees: HIPAA Security Rule](#)

Do your employees or managers participate in recruitment, hiring, or interviewing processes, and are they responsible for ensuring hiring decisions are fair, unbiased, and compliant with employment law?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC) , U.S. Department of Labor (DOL) , National Labor Relations Board (NLRB)

Summary of Requirements and Recommendations:

During hiring, employers must follow anti-discrimination laws ensuring they do not discriminate based on race, gender, age, disability, pregnancy, or other protected characteristics. They must also comply with Fair Labor Standards Act (FLSA) wage and hour requirements and verify employment eligibility under Form I-9 (Immigration Reform and Control Act).

Recommended Courses:

[Interviewing Checklist](#)

[Handling References](#)

[Background Checks](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Recruiting and Hiring: 05. Managing Unconscious Bias During Recruiting](#)

Do your employees or managers handle employee terminations or disciplinary actions, and are they responsible for ensuring these processes are fair,

consistent, and compliant with employment laws?

Oversight Agency: U.S. Equal Employment Opportunity Commission (EEOC) ,
U.S. Department of Labor (DOL) , National Labor Relations Board (NLRB)

Summary of Requirements and Recommendations:

During termination, employers must follow federal and state laws regarding termination, ensuring dismissals are not based on discrimination, retaliation, or protected leave (e.g., FMLA, ADA, or whistleblower protections). Employers should also adhere to final paycheck laws and provide any required severance, COBRA health coverage notices, or unemployment information.

Recommended Courses:

[Legally Firing](#)

[Termination Checklist](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Concerned Conversations](#)

[Progressive Discipline](#)

[Documenting Performance: Legal Issues of Documenting Performance](#)

Do your employees, particularly those in guest services, housekeeping, or security, interact with guests or visitors in ways that could help identify or prevent human trafficking, and are they aware of the specific signs and reporting procedures required by Florida law?

Summary of Requirements and Recommendations:

Recommended Courses:

[Florida Human Trafficking Awareness and Prevention for Hotel and Motel Staff](#)

Other Applicable Courses:

[See Something, Say Something](#)

Do your employees or contractors interact with individuals or groups who may be at risk of human trafficking exploitation, such as in hospitality, transportation, agriculture, healthcare, or other customer-facing industries?

Frequencies: Annually

Summary of Requirements and Recommendations:

Recommended Courses:

[What Is Human Trafficking?](#)

[See Something, Say Something](#)

Are your employees, particularly those in driving or delivery roles aware of the specific safety, legal, and regulatory requirements for drivers in Texas when it comes to human trafficking?

Frequencies: Annually

Summary of Requirements and Recommendations:

Human trafficking training is required for employees in industries with high public interaction, such as hotels, motels, apartment communities, healthcare, and transportation, to help them recognize and report potential trafficking situations.

Training must cover indicators of trafficking, reporting procedures, and victim assistance resources, with many states, including Florida, requiring annual training for compliance with local laws and regulations.

Recommended Courses:

[Texas Human Trafficking Awareness for Drivers](#)

Other Applicable Courses:

[What Is Human Trafficking?](#)

[See Something, Say Something](#)

Do your employees handle, access, or manage personally identifiable information (PII), and do they need to be aware of the best practices and legal requirements for protecting sensitive data?

Frequencies: Annually

Summary of Requirements and Recommendations:

Personally Identifiable Information (PII) training is essential for employees who handle sensitive data, ensuring they understand how to protect, store, and share PII securely to prevent data breaches and identity theft.

Training should cover data classification, encryption, access controls, and compliance with regulations such as HIPAA, GDPR, and state privacy laws, with regular updates to address evolving cybersecurity threats.

Recommended Courses:

[Personally Identifiable Information: 01. Introduction to PII](#)

[Personally Identifiable Information: 02. Regulations and the Importance of Protecting PII](#)

Does your organization receive federal funding for educational programming requiring Title IX training, and are your employees required to foster an equitable and compliant education environment?

Oversight Agency: Office for Civil Rights (OCR) , U.S. Department of Education (ED)

Frequencies: Annually

Summary of Requirements and Recommendations:

Title IX protects individuals from discrimination based on sex in any educational program or activity receiving federal funding, ensuring equal opportunities for both men and women in academics, athletics, and extracurricular activities.

It applies to students, faculty, and staff in K-12 schools, colleges, and universities, prohibiting discrimination on the basis of gender, gender identity, sexual orientation, and addressing issues like sexual harassment and assault.

Recommended Courses:

[Title IX: 01. Foundations of Title IX](#)

[Title IX: 02. Your Campus and Title IX Reporting](#)

Do your employees or managers handle situations involving conflict resolution, employee safety, or emergency response, and are they equipped to recognize, prevent, and address potential workplace violence?

Oversight Agency: Occupational Safety and Health Administration (OSHA)

Frequencies: Annually

Summary of Requirements and Recommendations:

Workplace violence prevention training is required for employees in industries where there is a higher risk of violence, such as healthcare, retail, and public service, and it must cover how to recognize warning signs, de-escalate situations, and properly report incidents.

Employers are responsible for creating a workplace violence prevention program that includes annual training, emergency response protocols, and policies aimed at preventing violence, in compliance with Occupational Safety and Health Administration (OSHA) guidelines and state-specific regulations.

Courses:

HSI doesn't currently have a course on this topic.

Do your employees or managers interact in ways that require fostering a respectful and inclusive workplace, and are they equipped to recognize, prevent, and address workplace bullying?

Oversight Agency: California Occupational Safety and Health Administration (Cal/OSHA)

Frequencies: Annually

Summary of Requirements and Recommendations:

California workplace violence prevention requires employers, particularly in industries like healthcare, retail, and public service, to create a written workplace violence prevention plan (WVPP) that identifies potential risks, outlines prevention strategies, and establishes procedures for responding to violent incidents.

Recommended Courses:

[California Workplace Bullying](#)

Other Applicable Courses:

[Workplace Bullying for Employees](#)

Do your employees or managers frequently handle situations involving disagreements, team dynamics, or interpersonal challenges, and should they be equipped with the skills to effectively manage and resolve conflicts in the workplace?

Summary of Requirements and Recommendations:

Recommended Courses:

[De-Escalation in the Workplace: 01. Phases of Escalation](#)

[De-Escalation in the Workplace: 02. De-Escalating Conflicts Between Coworkers](#)

[De-Escalation in the Workplace: 03. De-Escalating Conflicts With Your Boss](#)

[De-Escalation in the Workplace: 04. De-Escalating Conflicts With Employees](#)

Other Applicable Courses:

[Mediating Employee Conflicts](#)

[Conflict Management: 01. The Realities of Conflict Management](#)

[Conflict Management: 02. Maintaining Self-Control](#)

[Conflict Management: 03. The EASY Conflict Management Process](#)

Do your employees or managers play a role in shaping workplace culture, team dynamics, or employee engagement, and would they benefit from training to foster a positive, inclusive, and supportive work environment?

Summary of Requirements and Recommendations:

Recommended Courses:

- [Working Well with Everyone: 01. What is Diversity?](#)
- [Working Well with Everyone: 02. Diversity by Design](#)
- [Working Well with Everyone: 03. The Mistake of Stereotyping](#)
- [Working Well with Everyone: 04. The Power of Inclusion](#)
- [Working Well with Everyone: 05. Diversity = Greatness](#)

Other Applicable Courses:

- [Building an Emotionally Intelligent Team](#)
- [Empathy in the Workplace](#)
- [Psychological Safety: Psychological Safety for Employees](#)
- [Psychological Safety: Psychological Safety for Managers](#)

California

Oversight Agency: California Department of Fair Employment and Housing (DFEH) ,
California Fair Employment and Housing Act (FEHA)

Frequencies: Every two years

Summary of Requirements and Recommendations:

California harassment prevention training protects employees in California from harassment based on protected characteristics, such as race, gender, age, sexual orientation, and disability, ensuring a workplace free from discrimination and harassment.

The training is required for employers with five or more employees covering harassment prevention, reporting procedures, and how to address complaints to maintain compliance with California Fair Employment and Housing Act (FEHA).

Recommended Courses:

- [Harassment Prevention and the Respectful Workplace](#)
- [The Bystander's Role in Harassment Prevention](#)
- [Understanding California Anti-Harassment Law](#)

Other Applicable Courses:

- [Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
- [Retaliation](#)

Connecticut

Oversight Agency: Connecticut Commission on Human Rights and Opportunities (CHRO)
, Connecticut Fair Employment Practices Act (CFEPA)

Summary of Requirements and Recommendations:

Connecticut harassment prevention training protects employees in Connecticut from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, ensuring a safe and respectful work environment.

The training is required for employers with 3 or more employees, focusing on harassment prevention, employee rights, and employer responsibilities, in compliance with Connecticut Fair Employment Practices Act (CFEPA).

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)
[The Bystander's Role in Harassment Prevention](#)
[Connecticut: Harassment Prevention | Additional Information Guide \(PDF\)](#)
[Retaliation](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Workplace Bullying for Employees](#)
[Workplace Violence for Employees](#)
[Violence Awareness: The 4 Types of Workplace Violence](#)
[Civility in the Workplace](#)
[Working Well with Everyone: 04. The Power of Inclusion](#)

Delaware

Oversight Agency: Delaware Department of Labor (DOL) ,
Division of Industrial Affairs (DIA) , Delaware Department of Justice (DOJ)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Delaware harassment prevention training protects employees in Delaware from harassment based on protected characteristics, such as race, gender, disability, and sexual orientation, ensuring a workplace free from discrimination and harassment.

The training is required for employers with 50 or more employees and must be in compliance with

Delaware's Discrimination in Employment Act and other state-specific harassment prevention laws.

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)
[Delaware: Harassment Prevention | Additional Information Guide](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Civility in the Workplace](#)
[Workplace Bullying for Employees](#)
[Workplace Violence for Employees](#)

Illinois

Oversight Agency: Illinois Department of Human Rights (IDHR)

Frequencies: Annually

Summary of Requirements and Recommendations:

Illinois harassment prevention training protects employees in Illinois from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, promoting a harassment-free workplace.

The training is required for all employers with 1 or more employees and must be in compliance with the Illinois Human Rights Act and the Workplace Transparency Act.

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)
[Illinois: Harassment Prevention | Additional Information Guide](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Retaliation](#)
[Civility in the Workplace](#)
[Workplace Bullying for Employees](#)
[Workplace Violence for Employees](#)

Maine

Oversight Agency: Maine Human Rights Commission (MHRC)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Maine harassment prevention training protects employees in Maine from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, ensuring a workplace free from discrimination and harassment.

The training is required for employers with 15 or more employees and must be in compliance with the Maine Human Rights Act.

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)
[Maine: Harassment Prevention | Additional Information Guide](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Retaliation](#)
[Civility in the Workplace](#)
[Workplace Bullying for Employees](#)
[Workplace Violence for Employees](#)

New York

Oversight Agency: New York State Division of Human Rights (DHR)

Frequencies: Annually

Summary of Requirements and Recommendations:

New York harassment prevention training protects employees in New York from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, promoting a safe and respectful workplace.

The training is required for employers with 1 or more employees and must be provided to all employees annually, in compliance with the New York State Human Rights Law.

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)
[New York: Harassment Prevention | Additional Information Guide](#)

Washington

Oversight Agency: Washington State Human Rights Commission (WSHRC)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Washington harassment prevention training protects employees in Washington state from harassment based on protected characteristics, such as race, gender, sexual orientation, disability, and age, promoting a workplace free from discrimination and harassment.

The training is required for employers with 8 or more employees and must be provided to all employees within six months of hire and every 2 years thereafter, in compliance with the Washington Law Against Discrimination (WLAD).

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)

[Sexual Harassment and Discrimination Prevention - Washington - Additional Information](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Retaliation](#)

[Civility in the Workplace](#)

[Workplace Bullying for Employees](#)

[Workplace Violence for Employees](#)

Chicago

Oversight Agency: Chicago Commission on Human Relations (CCHR)

Frequencies: Annually

Summary of Requirements and Recommendations:

Chicago harassment prevention training protects employees in Chicago from harassment based on protected characteristics, such as race, gender, sexual orientation, disability, and age, promoting a safe, respectful work environment.

The training is required for employers in Chicago with 1 or more employees and must be provided to all employees annually, in compliance with the Chicago Human Rights Ordinance and the Illinois Human Rights Act.

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)

[The Bystander's Role in Harassment Prevention](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Retaliation](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Workplace Bullying for Supervisors](#)

[Risk Management Basics: Violence Awareness](#)

[Working Well with Everyone: 04. The Power of Inclusion](#)

[Sexual Harassment and Discrimination Prevention - Illinois - Additional Information](#)

Should your employees or managers understand how to recognize, prevent, and address harassment in the workplace, and should they be familiar with their responsibilities under applicable laws and company policies?

Summary of Requirements and Recommendations:

Recommended Courses:

[Harassment Prevention and the Respectful Workplace](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Retaliation](#)

[Civility in the Workplace](#)

[Workplace Bullying for Employees](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Civility in the Workplace](#)

[Risk Management Basics: Violence Awareness](#)

[Violence Awareness: The 4 Types of Workplace Violence](#)

[Working Well with Everyone: 04. The Power of Inclusion](#)

California - Harassment Prevention Part 2

Oversight Agency: California Department of Fair Employment and Housing (DFEH) ,

California Fair Employment and Housing Act (FEHA)

Frequencies: Every two years

Summary of Requirements and Recommendations:

California harassment prevention training protects employees in California from harassment based on protected characteristics, such as race, gender, age, sexual orientation, and disability, ensuring a workplace free from discrimination and harassment.

The training is required for employers with five or more employees covering harassment prevention, reporting procedures, and how to address complaints to maintain compliance with California Fair Employment and Housing Act (FEHA).

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)

[The Bystander's Role in Harassment Prevention](#)

[Understanding California Anti-Harassment Law](#)

[Retaliation](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Workplace Bullying for Supervisors](#)

[Risk Management Basics: Violence Awareness](#)

[Violence Awareness: The 4 Types of Workplace Violence](#)

[Civility in the Workplace](#)

[Working Well with Everyone: 04. The Power of Inclusion](#)

Connecticut - Harassment Prevention Part 2

Oversight Agency: Connecticut Commission on Human Rights and Opportunities (CHRO)
, Connecticut Fair Employment Practices Act (CFEPA)

Summary of Requirements and Recommendations:

Connecticut harassment prevention training protects employees in Connecticut from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, ensuring a safe and respectful work environment.

The training is required for employers with 3 or more employees, focusing on harassment prevention, employee rights, and employer responsibilities, in compliance with Connecticut Fair Employment Practices Act (CFEPA).

Employers with 3 or fewer employees must provide supervisory training within six months of hire date
Required training within 6 months of their hire date At least 2 hours Supplemental training at least every 10 years

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)

[The Bystander's Role in Harassment Prevention](#)

[Sexual Harassment and Discrimination Prevention for Connecticut Retaliation](#)

[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)

[Five Keys to Preventing Workplace Discrimination](#)

[Workplace Bullying for Supervisors](#)

[Risk Management Basics: Violence Awareness](#)

[Violence Awareness: The 4 Types of Workplace Violence](#)

[Civility in the Workplace](#)

[Working Well with Everyone: 04. The Power of Inclusion](#)

Delaware - Harassment Prevention Part 2

Oversight Agency: Delaware Department of Labor (DOL),
Division of Industrial Affairs (DIA), Delaware Department of Justice (DOJ)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Delaware harassment prevention training protects employees in Delaware from harassment based on protected characteristics, such as race, gender, disability, and sexual orientation, ensuring a workplace free from discrimination and harassment.

The training is required for employers with 50 or more employees and must be in compliance with Delaware's Discrimination in Employment Act and other state-specific harassment prevention laws.

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
[Sexual Harassment and Discrimination Prevention - Delaware - Additional Information](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Retaliation](#)
[Civility in the Workplace](#)
[Workplace Bullying for Supervisors](#)
[Risk Management Basics: Violence Awareness](#)
[Violence Awareness: The 4 Types of Workplace Violence](#)
[Working Well with Everyone: 04. The Power of Inclusion](#)

Illinois - Harassment Prevention Part 2

Oversight Agency: Illinois Department of Human Rights (IDHR)

Frequencies: Annually

Summary of Requirements and Recommendations:

Illinois harassment prevention training protects employees in Illinois from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, promoting a harassment-free workplace.

The training is required for all employers with 1 or more employees and must be in compliance with the Illinois Human Rights Act and the Workplace Transparency Act.

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
[Sexual Harassment and Discrimination Prevention - Illinois - Additional Information](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Retaliation](#)

[Civility in the Workplace](#)
[Workplace Bullying for Supervisors](#)
[Risk Management Basics: Violence Awareness](#)
[Violence Awareness: The 4 Types of Workplace Violence](#)
[Working Well with Everyone: 04. The Power of Inclusion](#)

Maine - Harassment Prevention Part 2

Oversight Agency: Maine Human Rights Commission (MHRC)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Maine harassment prevention training protects employees in Maine from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, ensuring a workplace free from discrimination and harassment.

The training is required for employers with 15 or more employees and must be in compliance with the Maine Human Rights Act.

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
[Sexual Harassment and Discrimination Prevention - Maine - Additional Information](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Retaliation](#)
[Civility in the Workplace](#)
[Workplace Bullying for Supervisors](#)
[Risk Management Basics: Violence Awareness](#)
[Violence Awareness: The 4 Types of Workplace Violence](#)
[Working Well with Everyone: 04. The Power of Inclusion](#)

New York - Harassment Prevention Part 2

Oversight Agency: New York State Division of Human Rights (DHR)

Frequencies: Annually

Summary of Requirements and Recommendations:



New York harassment prevention training protects employees in New York from harassment based on protected characteristics, such as race, gender, age, disability, and sexual orientation, promoting a safe and respectful workplace.

The training is required for employers with 1 or more employees and must be provided to all employees annually, in compliance with the New York State Human Rights Law.

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
[Reporting Sexual Harassment in New York](#)

Washington - Harassment Prevention Part 2

Oversight Agency: Washington State Human Rights Commission (WSHRC)

Frequencies: Every two years

Summary of Requirements and Recommendations:

Washington harassment prevention training protects employees in Washington state from harassment based on protected characteristics, such as race, gender, sexual orientation, disability, and age, promoting a workplace free from discrimination and harassment.

The training is required for employers with 8 or more employees and must be provided to all employees within six months of hire and every 2 years thereafter, in compliance with the Washington Law Against Discrimination (WLAD).

Recommended Courses:

[The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
[Sexual Harassment and Discrimination Prevention - Washington - Additional Information](#)

Other Applicable Courses:

[The Bystander's Role in Harassment Prevention](#)
[Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
[Five Keys to Preventing Workplace Discrimination](#)
[Retaliation](#)
[Civility in the Workplace](#)
[Workplace Bullying for Supervisors](#)
[Risk Management Basics: Violence Awareness](#)
[Violence Awareness: The 4 Types of Workplace Violence](#)
[Working Well with Everyone: 04. The Power of Inclusion](#)

Chicago - Harassment Prevention Part 2

Oversight Agency: Chicago Commission on Human Relations (CCHR)

Frequencies: Annually

Summary of Requirements and Recommendations:

Chicago harassment prevention training protects employees in Chicago from harassment based on protected characteristics, such as race, gender, sexual orientation, disability, and age, promoting a safe, respectful work environment.

The training is required for employers in Chicago with 1 or more employees and must be provided to all employees annually, in compliance with the Chicago Human Rights Ordinance and the Illinois Human Rights Act.

Recommended Courses:

- [The Manager's Role in Harassment Prevention and the Respectful Workplace](#)
- [The Bystander's Role in Harassment Prevention](#)
- [Anti-Discrimination: Protected Classes and the Inclusive Workplace](#)
- [Retaliation](#)
- [Five Keys to Preventing Workplace Discrimination](#)
- [Workplace Bullying for Supervisors](#)
- [Risk Management Basics: Violence Awareness](#)
- [Working Well with Everyone: 04. The Power of Inclusion](#)
- [Sexual Harassment and Discrimination Prevention - Illinois - Additional Information](#)

Do your employees or managers interact with individuals who may be affected by addiction disorders, and would they benefit from training to recognize, support, and address these challenges in a compassionate and compliant manner?

Summary of Requirements and Recommendations:

Recommended Courses:

- [Addiction Disorders in the Workplace: Coping with Addiction Disorders at Work](#)

Other Applicable Courses:

- [Addiction Disorders in the Workplace: Supporting Coworkers With Addiction Disorders](#)

Do your employees or managers encounter situations where recognizing, addressing, or preventing opioid-related issues in the workplace is critical for maintaining safety, productivity, and compliance with company policies?

Summary of Requirements and Recommendations:

Recommended Courses:

[Opioid Addiction for Managers](#)

Other Applicable Courses:

[Opioid Addiction for Employees](#)

Do your employees or managers encounter situations where recognizing, addressing, or preventing drug and alcohol abuse is important for maintaining safety, productivity, and compliance with company policies or regulations?

Summary of Requirements and Recommendations:**Recommended Courses:**

[DOT Alcohol Abuse: 01. Training Responsibilities for Alcohol Misuse](#)

[DOT Alcohol Abuse: 02. Rules and Regulations for Alcohol Testing](#)

[DOT Alcohol Abuse: 03. Reasonable Suspicion and Post-Accident Testing for Alcohol](#)

[DOT Alcohol Abuse: 04. Random, Return-to-Duty, and Follow-Up Testing for Alcohol](#)

[DOT Alcohol Abuse: 05. How Alcohol Impacts the Brain](#)

Do your employees or managers work in an environment where they may need to respond to an opioid overdose, and would benefit from having training on how to properly administer NARCAN to potentially save lives?

Summary of Requirements and Recommendations:**Recommended Courses:**

[First Aid: Naloxone \(NARCAN\)](#)

Other Applicable Courses:

[Opioid Addiction for Managers](#)

[Opioid Addiction for Employees](#)