ELEARNINGNEWS ARTICLE

Year 5 - number 165 Wednesday 30 june 2021

Compliance: online courses on discrimination and harassment

Discrimination and harassment issues are becoming more and more central within companies. How to address these issues in an online course?

eLearning is increasingly present in companies. Among the topics most addressed through online training we find that of "compliance". As we explained when we talked about **Compliance Training**, this term refers to the ability of a company to comply with current regulations. Compliance training is a topic that is constantly being updated, so those involved in eLearning must be prepared to create new modules all the time.

In this last period, for example, among the issues that are being paid more and more attention to, even within companies, are those related to harassment and discrimination. These are issues that affect all company personnel, but it is especially those who work in the Human Resources department who must be ready to deal with any incidents of this type. What is the best way to create courses on these issues? Here are some tips:

1. Scenario-based courses

A good strategy for putting workers in the circumstance of having to deal with a potential incident of discrimination or harassment is to create courses based on so-called **scenarios**. This way, the employee can deal with such situations and make decisions about, for example, how to report an incident of bullying or help a colleague who has suffered an incident of discrimination.

2. Tell interesting stories

In the case of compliance, too, it is necessary to be able to present examples and case studies that will keep the trainees interested. Once again, it is essential to use **storytelling** to provide a narrative that can create an emotional bond that will allow people to learn to behave with empathy for the victim and be prepared to act immediately against the aggressor.

3. Using social media

Discrimination and harassment issues are quite sensitive, but they can also generate debate. The use of social media by trainees can be useful in highlighting the importance of these topics and allowing them to express their opinions but also to resolve concerns about certain company policies related to compliance.

4. Explain through infographics

Victims need to be able not only to identify issues but also to act on them. For this, it is critical that they are clear about the process they need to follow. One way to help trainees memorize the steps in this process is through infographics. In addition, this tool can be very helpful in showing discriminatory behaviors and key stereotypes that can affect staff behavior.

5. What not to do" video

In order to establish the main concepts, it can be useful to create videos that explain what to do and what not to do in certain situations related to harassment or discrimination. Videos can also be a great way to tell the story of how victims feel, and to encourage integration within teams.

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