



**Harvest your Intellectual Property . Turn Information into Action . Create Breakthrough Results**

**IMS** is pleased to announce the addition of a two hour training course designed to meet all the requirements set forth by the newly mandated program AB 1825, signed by Governor Schwarzenegger which became effective **January 1, 2005**.

As you may or may not know, the state of California now mandates companies with 50 or more employees to provide sexual harassment training to all managers and supervisors. This is in addition to the current law that requires sexual harassment training for non-supervisory employees.

**IMS** has developed a sought after program that includes:

- Highly interactive segments which engage participants
- Real case studies to help your team discuss solutions to potentially harmful, real life situations in the workplace
- Exploring how company culture plays a part in setting the workplace environment susceptible to harassment

**The outline of the course , which includes handouts is as follows:**

- Sexual harassment – defined and different types
- Exploring the new State law and its legal implications
- The E.E.O.C.'s guidelines for harassment by managers and supervisors
- Organizational culture and it's influence on the work environment
- Supervisor role in setting the work environment
- Addressing harassment in the workplace – dealing with all involved parties
- Case studies on harassment
- Retaliation and false claims
- Targeting desired behaviors at your company
- Questions and Answers

## TRAINING OUTCOMES:

- Meet new State training requirements without taxing company internal resources
- Managers and supervisors have tools to handle potentially harmful situations in the workplace
- Affirmation to employees that your company is committed to a harassment free environment
- Re-examine the company culture that enhances why employees work for you

## FACE-TO-FACE COSTS:

One Day	3-two hours sessions	\$2,500.00	Up to 20 participants per session
Two Days	Up to 6-two hour sessions	\$4,000.00	Up to 20 participants per session
1 Session	Two hours	\$1,000.00	Up to 20 participants per session
Travel Time	Each day	\$ 300.00	No charge for travel within 50 miles of Santa Rosa, Ca
Expenses	Billed at actual cost plus 15%		

## ON-LINE COSTS:

Online web seminar phones included Fully interactive with case studies	\$179.00	Per person
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For more information on our services contact : [Chuck@IMSTrackMeet.com](mailto:Chuck@IMSTrackMeet.com)

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