

Mitigate Skyrocketing Whistleblower & Retaliation Risk

ELT'S WHISTLEBLOWING, REPORTING & RETALIATION COURSE TEACHES EMPLOYEES WHY THEY SHOULD REPORT COMPLAINTS INTERNALLY, AND EDUCATES MANAGERS ON HOW TO PROPERLY HANDLE COMPLAINTS. LEARNERS EXPLORE YOUR ORGANIZATION'S SPECIFIC REPORTING PROCEDURES, THE OBLIGATION TO SPEAK UP AND THE RULE AGAINST RETALIATION.

New laws and recent cases have changed both the breadth and scope of whistleblower protections and retaliation claims. Dodd-Frank's controversial bounty hunter program threatens internal reporting systems, inciting employees to report directly to the Government. The US Supreme Court has been actively expanding retaliation protections, which is already the #1 claim filed with the EEOC. ELT's training can help your organization to mitigate these risks, and to establish powerful legal defenses.

Three Concise Training Formats Explore Critical Lessons

Three powerful training formats draw learners into an engaging, realistic, and impactful training experience.

Part One provides managers and employees with foundational learning on the importance of making an internal complaint. Set as a TV news show, this section puts lessons into a vivid, real-world context. Interactive exercises teach employees how and when to speak up, and about the rule against retaliation.

In Part Two, managers will explore their special responsibilities with an interactive news challenge, sharing information, earning rewards, and keeping notes along the way. Managers learn how to spot and properly respond to a complaint, and how to prevent and address suspected retaliation.

Part Three highlights your policies with ELT's innovative Policy in Action™ tool. Learners search your policies to find answers to your custom interactive questions.



Course Details

Bandwidth Options

- *High* – Video & Audio
- *Medium* – Still Images & Audio
- *Low* – Still Images & Text Only

Course Length Options

- Standard 45-50 min. manager-only course.
- Basic 25-30 minute course for both employees and managers.

Hosting Options

- Host on ELT's robust and scalable LMS
- Host on your own standards-

Customization Options



- Feature your logo and colors.
- Include your policy and confirm receipt via electronic certification.
- Include “Ask a Question” and reporting features.
- Include a multimedia introduction and conclusion from your key leaders.
- Custom completion certificate.
- Add your organization’s custom information to each course segment with a variety of screen options.

Unmatched Content by Top Legal Experts

ELT’s courseware is built on the experience of more than 800 attorneys at Littler, the world’s largest employment law firm. Developed in close partnership with Littler’s Whistleblowing & Retaliation Practice Group, every element of our training is crafted to deliver rock solid legal content, meaningfully impact employee behavior, address the latest trends, create powerful legal defenses, and withstand intense courtroom scrutiny.

Whistleblowing, Reporting & Retaliation Basics for Managers & Employees:

- Employer reporting policies and procedures
- The obligation to make an internal report
- What should be reported
- How to seek advice and guidance
- The benefits of internal reporting
- The protection against retaliation

Whistleblowing, Reporting & Retaliation for Managers Only:

- How to create a work environment that is receptive to reports of suspected misconduct
 - How to spot a complaint
 - How to properly respond to a complaint
 - When to escalate a complaint to an internal resource
 - The manager’s role in an internal investigation
 - The strict prohibition against retaliation
 - Tips for preventing and addressing suspected retaliation



Changing behavior.
Protecting the bottom line.

Provide your workforce with training of unparalleled quality and join our growing community of more than **5 million** learners in leading organizations.

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