2021/22 Training Topics

Training	Description
Harassment, Discrimination and Retaliation Prevention for Supervisors	This practical workshop, designed for all levels of agency employees, provides guidance on managing day-to-day interactions to prevent unlawful discriminatory harassment and retaliation. **This training meets the requirement for AB 1825 and AB 2053.**
Harassment, Discrimination and Retaliation Prevention for Non-Supervisors	This one-hour workshop is designed for non-supervisory employees to prevent unlawful discriminatory harassment and retaliation. **This training meets the requirements of SB 1343.**
Navigating Common Legal Risks for the Front-Line Supervisor	This training teaches supervisors to effectively and appropriately respond to situations that place the agency at risk by offering real-life scenarios and recommendations for dealing with a myriad of legal and interpersonal issues in the workplace.
Leaves, Leaves, and More Leaves	This training focuses on the various paid and unpaid leaves, e.g., FMLA/CFRA/ADA/FEHA/sick leave, etc., and will provide participants with important information for addressing and responding to leave requests, including such issues as determining when employees are eligible for leaves and the employers' responsibilities in providing these leaves.
The Disability Interactive Process – Addressing Medical Issues and Disabilities in the Workplace/Understanding the Interactive Process and Required Accommodations	This training covers the legally mandated reasonable accommodation interactive process including: starting the interactive discussion; what is reasonable accommodation; light-duty assignments; leaves; vacancies, and how long the interactive process must continue.
Public Employee Performance Management, Discipline and Terminations: Required Process and Substance	A detailed review of the requirements and best practices for evaluations and the discipline process, including understanding due process and MOU rights. Well-suited for all supervisors and anyone with human resource responsibilities.
Managing COVID-19 Employment Issues: Now and What's Next	This training addresses how ERMA's member agencies can navigate providing a safe workplace that is balanced with employees' rights, including return-to-work issues.
Technology, Employee Speech, and Employee Privacy	This training covers the wide range of issues arising from the interplay between technology and privacy in the workplace. It guides managers through the federal and state laws and court decisions that govern these issues. It also identifies ways to respond to inappropriate employee use of social networking media, as well as when employers can use this same media in hiring, investigations, and discipline.
What's New in Employment Law - What Managers Need to Know	Employment law and guidelines are ever-changing. This session reviews new case law, and new and pending legislation.
Discrimination/Harassment/Retaliation for Public Safety Departments	This session is designed for anyone managing safety employees and covers specific aspects of the special Bill of Rights.
Understanding and Preventing Implicit Bias and Promoting Diversity and Inclusion in the Workplace	This training will focus on using real workplace scenarios to provide employees with specific tools and strategies to implement to promote diversity, achieve inclusion and prevent implicit bias from negatively affecting the workplace.