ERMA 2022/23 Training Topics

1. **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.*

2. **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 requirement for SB 1343.*

3. **First Amendment Issues in a Politically Charged World**: Civil unrest, political polarization, the pandemic, and conversations related to increased diversity, equity, and inclusion. This training will explore an employee's right of expression, both inside and outside of the workplace including on social media, as well an employer's ability to address and/or restrict such speech. The latest developments in First Amendment will be explored with the use of case studies to explore navigating free speech issues during this time.

4. **Legally Compliant Strategies to Promote Workforce Diversity**: This training will provide the following essential building blocks for designing lawful workforce diversity plans: an overview of the legal parameters for diversity hiring; key legal principles that help you design diversity strategies that are lawful and merit-based; and a framework for developing specific strategies tailored to the needs of your particular agency.

5. **Best Practices for Supervisors of Public Safety Employees - How to Avoid or Defend Workplace Claims and How to Create and Maintain the Ideal Work Environment**: This training is designed specifically for supervisors within public safety departments. It addresses unique public safety employee issues with harassment, discrimination, and retaliation as well as leave and disability rights. It also addresses special due process obligations and potentially applicable bill of rights.

6. **Understanding and Preventing Implicit Bias and Promoting Diversity and Inclusion in the Workplace**: This training will focus on avoiding implicit bias and promoting diversity, equality, and inclusion in the workplace.

7. **Implicit Bias in the Public Safety Workplace**: This training will explore unconscious bias in public safety departments and how it impacts the work environment and work relationships with colleagues and staff. This training will also cover how to recognize bias and offer guidance and strategies for addressing it.

8. **Best Practices for Elected Officials - Workplace Law and Understanding the Role of Elected Officials Related to Individual Employees**: This training is designed specifically for elected officials and high-level managers working directly with elected officials. Elected officials are increasingly facing employment or workplace law claims against themselves or claims against their City or Agency based on their own alleged conduct. This training will review the workplace law parameters related to elected officials and their interactions with City or Agency employees. It will include practical guidance for elected officials and those that work with them to help avoid workplace claims and create a better working environment.

9. **Iron Fists and Kid Gloves: Preventing and Addressing Retaliation in the Workplace**: This training discusses the legal aspects of potential retaliation claims under federal and state law including recent changes to whistleblower claims and will include a practical discussion on what constitutes "protected activity" and an "adverse action."

10. **The Disability Interactive Process: Is Enough Ever Enough?** This training is designed to provide guidance on managing the interactive process including how long the interactive process must continue. Topics covered will include what is a reasonable accommodation, information the employer may request during the interactive process, and common pitfalls for employers to avoid.