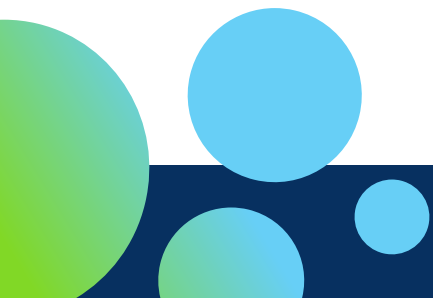# traliant

How to Choose the Best Harassment Prevention Training

What to look for when selecting training for your organization

Whether you're searching for a training solution to comply with your state's requirements or aiming to affirm your company values, you've likely come across a plethora of eLearning options and seen that formats range from simple slide-based courses to full video-based training and everything in between. It can be overwhelming—and knowing what to look for can make all the difference.

This checklist is designed to help you cut through the noise and focus on what really matters, as well as what to avoid.

What to consider

1. **Engaging learning experience**
   Is the training engaging enough to keep employees' attention?

2. **Compliant course content**
   Can you trust that the course content is 100% compliant AND won't create backlash?

3. **Value of your investment**
   Can training be tailored to fit your specific needs and what is the total cost?

4. **Seamless deployment**
   Will the training be easy to roll out and what type of support can you expect?

5. **Reliable training partner**
   Will the provider be a strong long-term partner?

Is the training **engaging enough** to keep employees' attention?

Why this matters

Online courses have many approaches for keeping learners engaged, but many fail to do so effectively. And if people aren't paying attention, they're not learning. Many providers offer previews, so make sure to take advantage of those.

Expert tip

When evaluating training providers for an engaging learning experience, don't hesitate to request customer case studies and referrals from the providers themselves. These can offer firsthand insights into how other clients have benefited from the training content. Additionally, speaking to current clients provides valuable feedback on their overall experience, including the effectiveness of the content and its ability to engage learners.

What to look for

- High-quality video content with realistic scenarios, interactive games and a captivating learning approach to resonate with employees.

- Scenes are relatable featuring professional actors, authentic sets, and realistic storylines that also cover less obvious scenarios.

- Variety of meaningful learner interactions.

- Practical examples show a variety of behaviors – ranging from appropriate to inappropriate or unacceptable.

- Strong focus on what can be done to prevent harassment.

- Providers that offer comprehensive previews, allowing you to make an informed decision before committing.

What to avoid

- Static, power point deck-style training presentations.

- Low-quality animated video content with simplistic or cringe-worthy storylines that compromises production quality and undermines engagement.

- Content that focuses on extreme and unacceptable behaviors that evoke shame without providing constructive and actionable examples.

- Providers that offer limited previews, as they may not provide sufficient insight into the overall quality and effectiveness of the content.

Can you trust that the course content is **100% compliant** AND **won't create backlash?**

Why this matters

The stakes are high when it comes to compliance training. Aside from complex training requirements that can often change, you must also set expectations for how sensitive topics should be discussed within the company. If you choose a provider who demonstrates a thoughtful approach, you can minimize the chances of negative employee feedback.

Expert tip

Most often, employees complain about training because the stories are not relatable (appearing predictable, fake, or cheesy) or are offensive in their insensitive portrayal of blatant harassment. The best way to avoid employee backlash? Stay away from training that features stories that could make your employees think "oh come on, that's not realistic at all" or extreme scenarios that could trigger a negative reaction.

What to look for

- The provider prioritizes harassment prevention as a core focus area.

- The provider has a team of experts that includes legal or compliance professionals with relevant experience.

- Qualified experts are available to address user inquiries, meeting the requirements of various state laws.

- They offer additional value beyond training, including strategic insights such as research findings, webinars and articles.

- There is a strong base of satisfied long-standing customers.

What to avoid

- Providers who offer harassment as one of hundreds in a large course catalog.

- Legal terms are presented as dry citations from regulations and not explained in a way that all learners can understand.

- It's not clear whether any kind of legal or compliance expert assures their training content is and will always stay fully up-to-date.

Can training be **tailored** to **fit your specific needs** and what is the total cost?

Why this matters

Investing in training is a significant decision for any organization. Ensuring that the training can be customized to meet your specific needs is crucial for maximizing its effectiveness. Tailored training not only enhances engagement and relevance for your employees but also allows you to address specific challenges and goals within your organization. Understanding the true value of your investment ensures that you are making the most informed decision possible and can confidently allocate resources towards initiatives that will yield the best return.

Expert tip

Be sure to evaluate the entire "value package" of the training. By considering the full spectrum of offerings, including additional services, resources, ongoing support and customer satisfaction, you can ensure that you maximize the value derived from your investment in training.

What to look for

- Training can be tailored to align with your organization's specific needs and objectives.
- Course videos and scenarios can be customized to reflect your industry or specific work environment.
- Providers who offer supplementary services to enhance your harassment prevention initiatives such as policy reviews.

What to avoid

- Training programs that offer a one-size-fits-all approach with limited customization options, failing to address your specific needs.
- Unclear or confusing pricing structures that can lead to unexpected expenses.

Will the training be **easy to roll out** and what **type of support** can you expect?

Why this matters

A provider might offer the most incredible training available, but there's an important caveat to consider. If their administrative roll-out is clunky and inefficient, the headache it will create will make the whole effort not worth it in the end.

Expert tip

Make sure to involve your IT/technical department in the early stages of the process. That way you will be clear on whether the provider can fulfill your requirements. In doing so, you can quickly rule out training providers who will be unable to serve your needs.

What to look for

- Flexible and fast delivery: Whether you need a SCORM package or want to use your provider's LMS (learning management system), they are ready to set you up.

- Providers with an LMS that is easy-to-use and has all the reporting and administrative functionality needed such as automated reminders, roll-out manager and completion tracking.

- They have a customer support team of knowledgeable staff ready to provide human assistance and address any inquires or concerns promptly.

What to avoid

- Depending on the delivery method, you might incur extra charges or delays.

- Providers relying on third-party platforms for their LMS.

- Providers offering an LMS that is cumbersome or lacks essential functionality (a generic LMS often lacks compliance tracking features).

- Limited or nonexistent customer support from the provider.

Will the provider be a **strong, long-term partner?**

? Why this matters

If you're reading this guide, it's clear that you want to make an informed decision about the kind of provider you choose. Wouldn't it be nice to avoid constantly searching for training options, getting them approved and repeating the admin work year after year? Let's see what can signal whether a training provider could be a good partner in the long run.

Expert tip

Ask the provider how they approach content refreshment. Understanding how they update and maintain their course materials can provide valuable insight into their commitment to staying current with industry trends, regulatory changes and best practices. A proactive approach to content refreshment ensures your organization receives up-to-date and impactful training.

What to look for

• High customer retention rates (customers stay year over year).

• Providers who promptly update their training materials in response to changes in the law, ensuring compliance.

• They refresh their courses annually, and the refresh includes entirely new video content.

What to avoid

• The provider can't guarantee how much of their course content gets refreshed annually.

• Changes might be very limited.

• If they need to update their training content due to regulatory changes and they charge extra fees.

Have any of these points surprised you? Or was this checklist similar to your own?

Either way, we hope this guide serves as a useful resource in deciding on this critical investment for your organization. And while each organization's needs are unique, one thing is certain: harassment prevention training will not only keep your organization compliant, but also has the potential to fortify your company culture and amplify your organizational values—if you choose the right one!

About Traliant

Traliant is a leader in compliance solutions, dedicated to making workplaces better for everyone. Trusted by more than 14,000 organizations worldwide, we combine in-house legal expertise, engaging training, and a flexible platform with actively updated courses such as sexual harassment prevention, workplace violence prevention, employment law fundamentals, and code of conduct.

Beyond training, we're known for our range of solutions, from Netflix-style training series and TikTok-style microlearnings, to AI-powered course creation, phishing simulations available in one scalable platform.

For more information, visit **www.traliant.com** and follow us on **LinkedIn**.