

CALIFORNIA HARASSMENT PREVENTION: EEO FAIR HIRING PRACTICES

Improve hiring decisions and reduce potential liability by applying fair hiring guidelines. This course educates managers on how to stay within legal guidelines during the hiring process and avoid common legal pitfalls. Managers will learn which questions they can and cannot ask during the interview and how to ensure they're following Equal Employment Opportunity rules. This course is part of a comprehensive program that fulfills the California AB 1825 Sexual Harassment Law requirements.

AUDIENCE

Assistant Managers
General Managers

LENGTH

20 - 25 minutes

FEATURES

Interactive discovery
Gamification elements
Scenario-based practice
Definition bank

ACCESSIBILITY

English narration
Spanish narration
Onscreen text option
Mobile-ready

PROGRAMS

California Harassment
AGM to GM
Human Resources
Manager Development
Manager Compliance

Manager Compliance
SEXUAL HARASSMENT FOR CALIFORNIA: EEO FAIR HIRING PRACTICES

Are you a US citizen?

I've been in the United States for seven years now and I have a degree in hospitality management. I would like to be a Manager soon, but I want to work in all the positions first.

TRY AGAIN

IS THIS A LEGAL OR ILLEGAL INTERVIEW QUESTION? LEGAL ILLEGAL

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HIGHLIGHTS

- Explains essential functions and how they pertain to making hiring decisions
- Demonstrates how to determine if a candidate may be a qualified applicant
- Uses gamification with scenario-based practice to teach how to keep an interview legal, including which questions are okay and not okay to ask
- Provides immediate remediation for every incorrect response to interview question game, explaining the legal rationale for the correct answer
- Discusses the consequences of asking an illegal question during an interview and how to ensure this is avoided
- Illustrates the principle of reasonable accommodation and undue hardship
- Includes a definition bank of key terms, accessible at any point in the course