

LGBTQ – Corporate Equality & Harassment Prevention Training Program

Diversity & Inclusion in the workplace is a rapidly evolving area. LGBTQ rights and protections are fueling many of these changes. Heightened awareness and sensitivity is also fueled by new state specific compliance regulations and mandates.

How companies respond and adapt to these heightened demands can have an impact on everything from employee engagement to brand reputation.

To help employers respond to this ever-evolving challenge, we offer a turn-key, highly customizable LGBTQ Corporate Equality & Harassment Prevention Training Program.

The goal is to provide a straightforward solution which:

- ◆ Supports proactive efforts to foster and integrate an inclusive workplace including LGBTQ awareness and best practices.
- ◆ Facilitates compliance with both national and ever-increasing state specific regulatory compliance requirements.

Embracing Inclusion

What Makes This Training Unique:

Addresses and complies with national and state regulatory policy requirements:

- ◆ Meets the specific requirements of the new 2018 California law which requires companies operating and/or located in California with 50+ employees to provide harassment training which includes LGBT-specific examples to all supervisors
- ◆ Complies with the myriad of state specific LGBTQ protections and requirements
- ◆ Can be tailored to company-specific discrimination policies

Can have a positive impact on your financial bottom line:

- ◆ Viewed as a proactive and favorable deterrent by insurance carriers
- ◆ Helps mitigate legal exposure and risk

Customizable to meet your specific needs:

- ◆ Tailored for attendees – can be customized for any/all employee categories, including supervisors, managers and executives
- ◆ Length and format flexibility
 - ◆ from 60-90 minutes
 - ◆ delivered in-person or via webinar
 - ◆ hosted as a single session or as multiple daily sessions

Complies with the Human Rights Campaign's Corporate Equality Index (CEI):

- ◆ Satisfies the LGBTQ anti-harassment training requirement

Meet Our Team



**Aimee
Delaney**

Aimee counsels employers on all aspects of the employment relationship, working with human resources professionals, management and in-house counsel on matters ranging from hiring to termination. She develops and provides customized training for managers and employees involving anti-harassment and anti-discrimination topics to help minimize potential employment liability and ensure compliance with state and federal laws governing the workplace. Aimee is the leader of Hinshaw's Labor & Employment Practice Group and is based in the firm's Chicago Office.



**Kristen
Perkins**

Kristen advises clients facing complex insurance coverage disputes and labor and employment claims. A frequent presenter on emerging issues and trends in labor and employment, she defends employers facing claims of federal and state discrimination, including third-party claims involving disability accessibility as relates to website and technology.



**Connie
Montoya**

Connie is a member of the firm's Diversity Committee and also serves as a Board Member for the LGBT Bar Association of Greater New York. She is widely recognized for developing successful strategies that resolve litigation disputes involving consumer defense claims and employment law. Her clients also benefit from her risk management programs and counseling on all aspects of consumer defense and employment regulations.



**Brandon
Takahashi**

Based in our Downtown Los Angeles office, Brandon defends both private and public sector clients on employment related matters. He provides counsel for clients on issues such as employee management, discipline and termination, internal investigations, leave management, proper employee classification and sexual harassment training.

Let us help you navigate and support your inclusive workplace

To learn more, contact Aimee Delaney at 312-704-3258 or adelaney@hinshawlaw.com



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