Making Risk Management as Easy as 1 → 2 → 3

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WELCOME

Andrew Rawson

Co-Founder & Chief Learning Officer at Traliant

Ryan Parker

Chief Legal Officer at SixFifty

Adrienne Jack

Vice President of Legal Product at SixFifty

TOPICS WE WILL COVER

- Three Key Areas to Manage Risk
- Purpose of Employment Policies
- When You Have to Train
- When You Should Train
- The Impact of Training on Your Business

Three Key Areas to Manage Risk

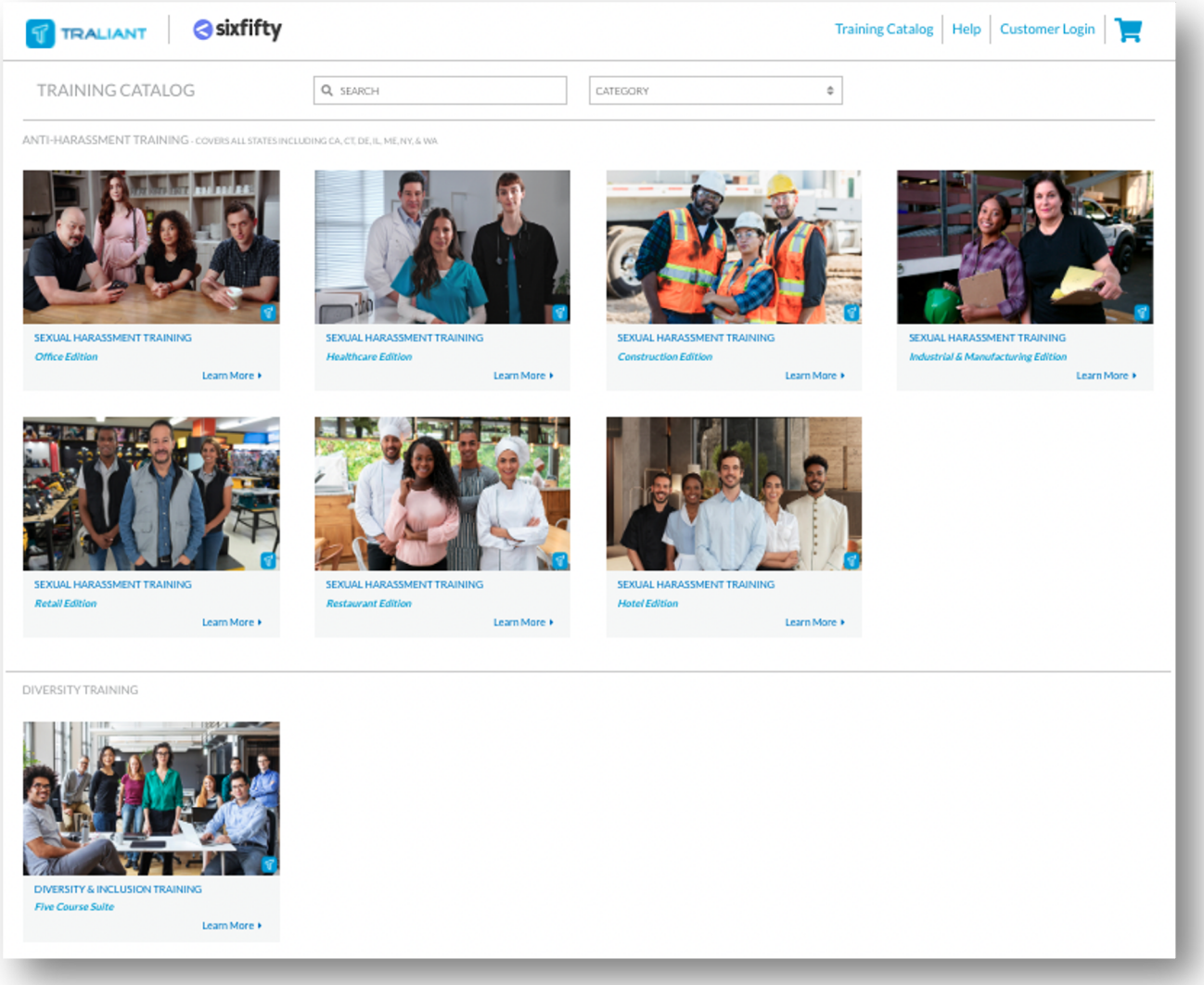
- If you own or manage a US-based business, you need to understand the risks and opportunities these three topics present.
- In the next 40 minutes you will learn what you need to know and how to turn risk into opportunity.

Three Key Areas to Manage Risk

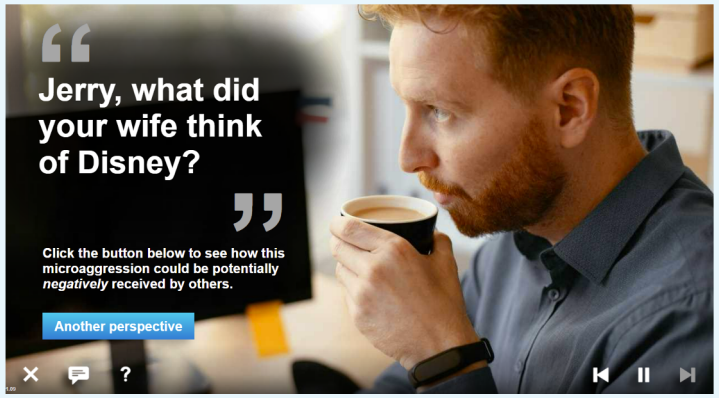
	RISKS	OPPORTUNITIES
Preventing Discrimination & Harassment	Cultural damage Reputational risks with employees, candidates and customers Noncompliance with state training regulations Legal action	✓ Culture of inclusion and respect ✓ Builds reputation as a good employer ✓ Creates a defendable position if an issue is reported
Diversity, Equity & Inclusion	Cultural damage Reputation damage with employees, candidates and customers Legal action	✓ Inclusive cultures lead to increased productivity, collaboration and innovation ✓ Supports trust-based relationships with staff and customers
Data Privacy & Information Technology	Lost productivity Reputation damage Legal action Financial losses: paid ransoms, penalties	✓ Secure network and customer data ✓ Good reputation

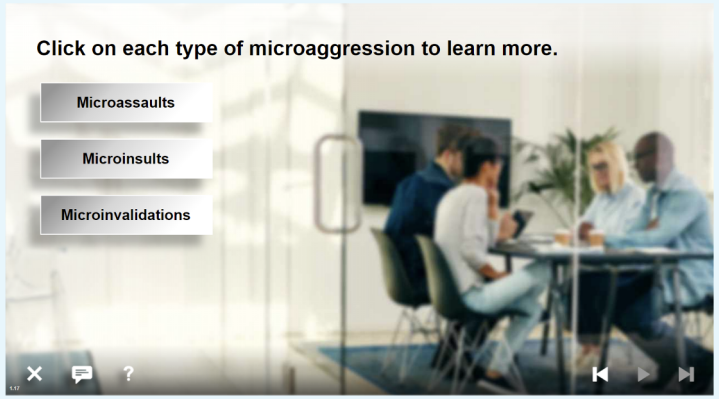
Managing Your Risk

- If you are concerned about these 3 key areas of risk, it's time to get excited about the solutions.
- Build your policies with the team at SixFifty and you can easily add them to your Traliant training.



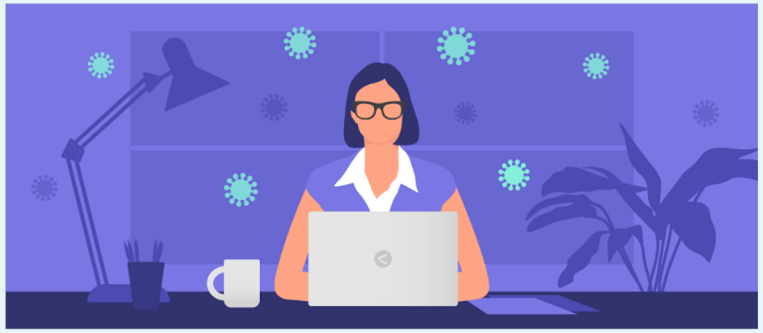
- Knowledge transfer does not correlate to behavior
  - Just because you got 100% on the test, doesn't mean you are going to behave in a certain way.
- Teach behavior don't train on the law
  - Show the consequences of the right and wrong behavior.
- Finger-wagging doesn't work
  - No one…not kids, dogs or people….learn from that. We believe the only way to effect change is to hold a mirror up to one's behavior and have them reflect on their choices.
- People remember stories, not facts
  - We are storytellers at heart and every opportunity we have to tell a story, we take it.
- We don't insult the learner's intelligence
  - We never ask questions that are so obvious, you don't need to take the training to answer.





Key Principles of Employment Policies

- Assess the goal
  - Understand the purpose and expected results of the policy.
- Know when to implement a policy
  - Not every situation needs a policy.
- Review applicable laws and regulations
  - State laws vary widely; know what laws apply.
- Reflect how the Company operates
  - Outdated or overly aspirational policies are ineffective.
- Communicate the Policy
  - Explain the “why” and allow employees to ask questions.
- Prepare to enforce the policy
  - Train managers how to enforce the policy.

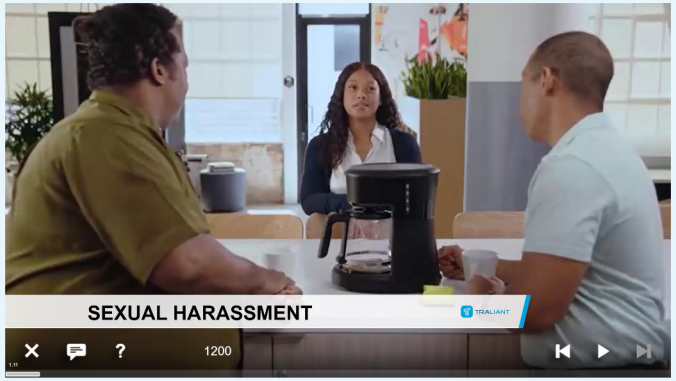


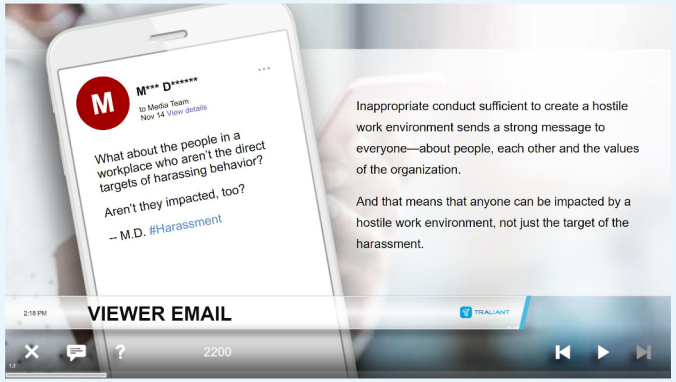
Key Area | Preventing Discrimination & Harassment

Stopping discriminatory and harassing behaviors is critical to creating a culture of inclusion, respect, and civility.

Traliant's award-winning Preventing Discrimination & Harassment training covers:

- Preventing Discrimination & Harassment
- Bystander Intervention
- Avoiding Retaliation
- Unacceptable Behaviors
- Federal & State Requirements

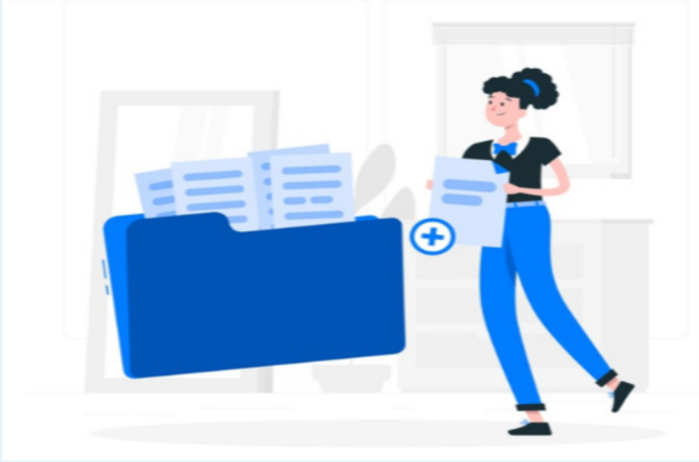




States Where You Have to Train –

- California
- Connecticut
- Delaware
- Illinois
- Maine
- New York State & City
- Washington

- Equal Opportunity Policy
  - Protected characteristics
  - How to report violations
  - Investigation procedure
  - No retaliation
- Sexual Harassment Policy
  - Definition
  - Examples
  - How to report violations
  - Investigation procedure
  - No retaliation
  - How to seek help

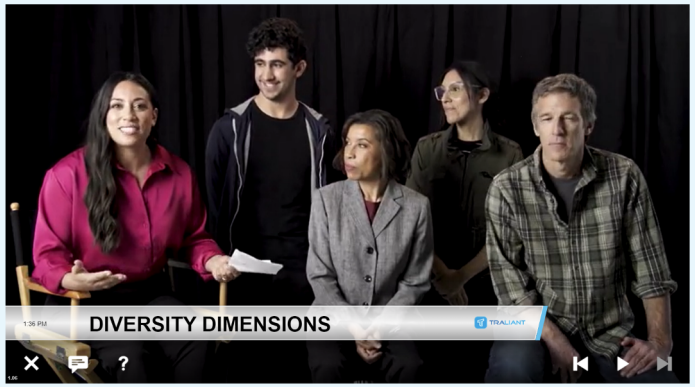


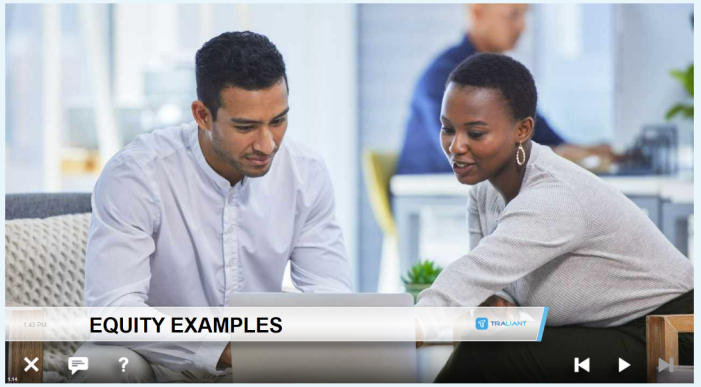
Key Area | Diversity, Equity & Inclusion

Keeping bias, microaggressions, and cultural differences from creating frictions and division at work, requires making training part of your DEI strategy.

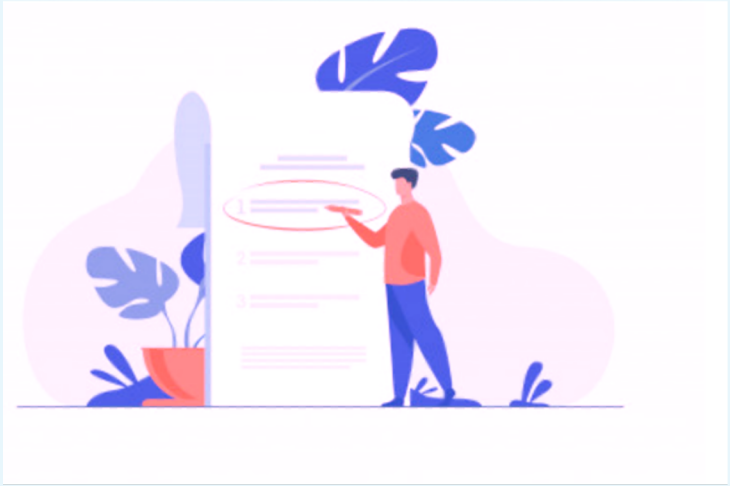
Traliant's Diversity, Equity & Inclusion at Work covers:

- Diversity, Equity & Inclusion
- Empathy
- Belonging
- Psychological Safety





- Diversity, Equity and Inclusion (“DEI”) Policies
  - Assessment and action plan
  - Vision statement
  - Anti-discrimination policy
  - Affinity group policy
  - Candidate evaluation forms
  - Exit interview forms



Key Area | Data Privacy & Information Security

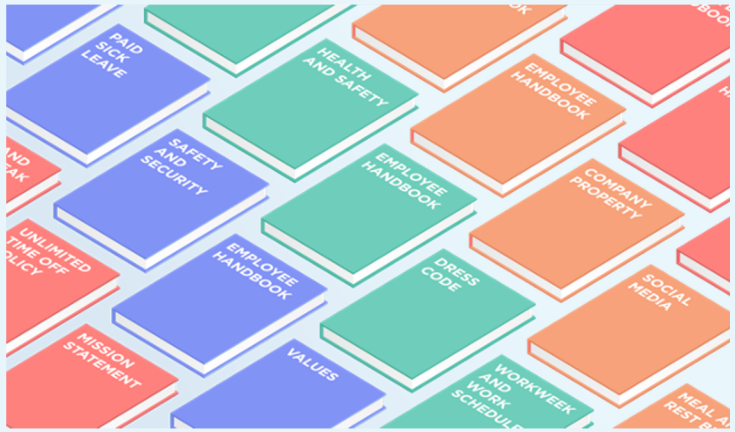
Training is essential to safeguarding information systems and customer data from cyber security threats and remaining compliant with data privacy laws.

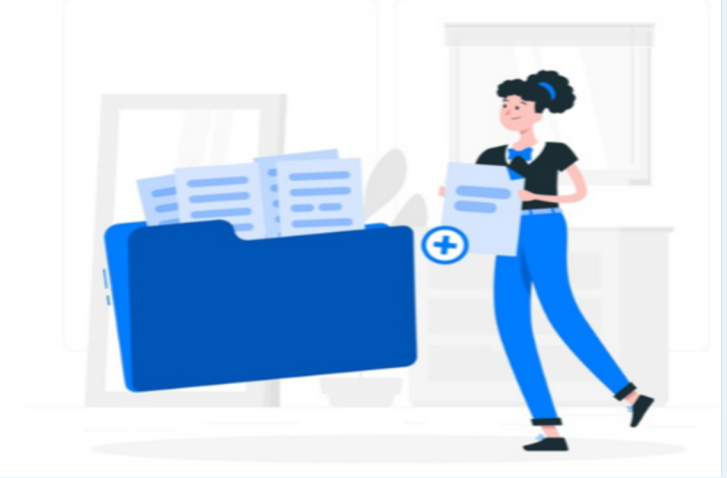
Traliant's Data Privacy & Information Security training covers:

- Data Privacy
- Information Security
- Phishing

Key Area | Data Privacy & Information Security

- Privacy Policies
  - CPRA, GDPR, and other privacy laws
  - Confidential Information Policy
    - Definitions
    - Expected precautionary measures
  - Company Property Policy
  - Non-Disclosure Provisions





Key Risks Avoided | Employees Are Your Frontline Defense

- Maintaining Reputation
- Building Customer Trust
- Avoiding Legal Action
  - Internal Lawsuits
  - External Lawsuits
- Increasing Employee Retention and Satisfaction

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