



## Performance Training Resources

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### [Course Description Overview »](#)

## Legal Aspects of EEO

Formats: [4-hour virtual course](#) | [1-day instructor-led onsite](#)

This course provides employees across the board with knowledge of Federal laws, policies and procedures for corporate and government organizations. You will learn the regulations and processes applicable to Equal Employment Opportunity and governed by the EEOC. We will help you understand the grievance and appeal processes and how to discourage discrimination completely.

### [Learning Objectives »](#)

- Understand EEO laws and the EEOC
- Define discrimination
- Examine EEO Complaint Process and regulations that apply to employee human resource issues
- Review the principles of major grievances and appeal options as well the documentation procedures
- Identify your role in enforcing the laws
- Learn the process for investigating complaints
- Develop action plans for preventing illegal workplace discrimination and harassment

### [Course Agenda »](#)

#### EEO and Discrimination

1. EEO Laws
2. EEOC
3. Federal vs. State EEO Laws
4. Discriminatory Practices
5. Age Discrimination



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6. Disability Discrimination
7. Equal Pay and Compensation
8. Genetic Information Discrimination
9. National Origin Discrimination
10. Race and Color Discrimination
11. Religious Discrimination
12. Sex Discrimination
13. Pregnancy Discrimination
14. Sexual Harassment
15. Retaliation
16. Review

## EEO Considerations

1. Hiring Practices
2. Protecting Against Discrimination
3. Enforcing the Laws
4. EEOC Compliance
5. Review
6. Action Planning

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