

Case Study

“When I needed to make sure our compliance training experience was flawless, I turned to Syntrio. They didn’t disappoint.”

Compliance Manager

World-Class Customer Service and Flawless Execution: A Must Have

One of Syntrio’s clients is a long-time Fortune 50 information technology innovator, which has thousands of managers in California. These leaders are driven, smart, busy, and work hard to drive operational and business goals. They don’t have time for false starts or ineffective training.

The Compliance Manager who had responsibility for getting managers in California trained on anti-harassment, struggled with previous compliance training providers in two areas: content quality and implementation. However, this training is required by California law and she needed to get it implemented...flawlessly.

The Situation

California’s AB 1825 Sexual Harassment training is the first law of its kind to detail the requirements for effective sexual harassment training, setting the standard not only for California, but for the rest of the country as well.

It requires two hours of sexual harassment training for every supervisory employee every two years for companies with 50 or more employees and the training must be high quality.

Topics in the course must include:

- Information and practical guidance regarding federal and state statutory laws about sexual harassment.

Case Study for a Fortune 50® Company

Industry

Information Technology

Solution

AB 1825: CA Sexual Harassment Training for Supervisors

Why Choose Syntrio?

- Flawless Execution
- High-Quality Content

- Information about the correction of sexual harassment and the remedies available to victims of sexual harassment.
- Practical examples aimed at instructing supervisors in the prevention of sexual harassment, discrimination, and retaliation.

A claim that an employer failed to provide AB 1825-mandated sexual harassment training does not automatically result in the liability of an employer for harassment. Plaintiffs will argue, however, that the failure to meet the new AB 1825 training mandates is evidence of an employer's failure to take all reasonable steps to prevent sexual harassment.

The Solution

The Fortune 50 company implemented Syntrio's, AB 1825: CA Sexual Harassment Training for Supervisors, for thousands of their California managers. There was a tremendous amount of trepidation by the client, as she had serious implementation issues with similar courseware in the past. Her reputation and credibility could be damaged, if she recommended a new solution, which had execution issues.

Syntrio provided her team with the course and the SCORM package for installation on the company's internal Learning Management System (LMS).

The Results

With the assistance of Syntrio's Customer Success Team, the installation of the AB 1825 courseware went smoothly. There were no messages or calls for support from any of the thousands of people who took the course. A whopping 88 percent of those who completed the course rated the course as "excellent." Course quality and implementation worries were non-issues for the client.

"After my previous engagements with other suppliers of online anti-harassment training, I was extremely worried about implementing courses again with a new supplier. Syntrio hit it out of the park for me," said the Compliance Manager.

About Syntrio

Syntrio has provided online learning in the Employment Law, HR, and Health and Safety, and Business Skills for nearly fifteen years. In 2016, Syntrio launched a new Compliance & Ethics online offering. With more than 2,500 customers served and millions of courses taken by learners across many industries, we continue to delight our customers.

Our hundreds of online courses and Microlearning courses can be hosted on our highly-secure, world-class SaaS-based E10 Learning Management System (LMS), leveraging Amazon's AWS for its Content Distribution Network or installed on client Learning Management Systems.