



# Workplace Harassment 9 Comparison

With the upcoming release of Workplace Harassment, 9th Edition, NAVEX, an industry leader in training solutions, continues its long tradition of innovation and excellence in the critical compliance area of harassment. This new course solution reflects product design and content adjustments that help employers solve their most pressing compliance challenges.

Developed in our rich media format, our new offering features live action and animation and is highly interactive and engaging. It covers the key aspects of harassment, including definitions and best practices for responding to and reporting it, and it includes additional content to help learners comply with organizational policy and expectations.

Topics are broken into 17 discrete modules, allowing content administrators to select the topics that are most relevant to their organization and create a course that addresses their organization's workplace harassment risks. Organizations also have the option to take advantage of NAVEX's pre-configured course versions.

The 9th edition of this course provides redesigned and improved structure and functionality to help solve for some of the most common compliance challenges, including complying with multiple state training obligations and ensuring that employees and managers who transfer work locations can be easily trained on new requirements.

This updated edition also features:

- Modernized scenarios and examples, from video conference calls to COVID-19 concerns to comments on natural hairstyles, to make the course feel relevant to today's learners
- Expanded content on power differentials and the role they can play in harassment
- A new approach to important topics, like gender identity and expression, that shifts the emphasis from technical definitions to understanding how harassment can take shape in different contexts – and how it impacts people who are targeted
- New coverage of implicit bias

Here are the key changes from our previous version to our new version:

Product Attribute	Workplace Harassment 8 (2019)	Workplace Harassment 9 (2021)
Storyline / Approach	Host and animated host interact, guiding learners through content, with interactives and real-world video scenarios along the way.	Host appears alongside referential images to guide the learner through the content. The new approach to learning provides an improved experience for learners selecting languages other than English.
Delivery of State-Specific Content	State-specific content is contained in each course version and configures based on state selection at the start of the course. End-of-course resource provides additional coverage of state laws.	State-specific statutory and process information is distributed to learners via the Law Where You Work mini-course. Multi-state learners can review content relating to multiple states in a more streamlined, and efficient manner. This supplemental content approach also provides customers with more control over distribution of this important content and improves management of learners who only need supplemental state law content.  For customers on NAVEX One™, this content can be easily incorporated into any harassment campaign.
Versions	Customers could select from pre-configured course versions: <ul style="list-style-type: none"> <li>• Employee Fundamentals</li> <li>• Employee Plus</li> <li>• Employee Complete</li> <li>• Manager Fundamentals</li> <li>• Manager Complete</li> <li>• CT Employee Two-Hour</li> <li>• Illinois Restaurant and Bar Supplement</li> </ul> Customers could also configure their own version.	Customers can select from pre-configured versions: <ul style="list-style-type: none"> <li>• Employee Fundamentals</li> <li>• Employee Fundamentals – Illinois Restaurant and Bar</li> <li>• Employee Complete</li> <li>• Employee Connecticut</li> <li>• Manager Fundamentals</li> <li>• Manager Complete</li> <li>• Manager Connecticut</li> <li>• + The Law Where You Work mini-course for employees in mandated states</li> </ul> Clients can also configure their own version.  Note: Due to the new design, Employee Plus is no longer a standard version. Learners who took WPH8 Employee Plus can now take Employee Fundamentals combined with The Law Where You Work mini-course.
Content and Interactives	<ul style="list-style-type: none"> <li>• Variety of interactives, including multiple choice questions, drag and drop activities and reflection questions</li> <li>• Videos are used primarily as a tool for helping learners apply what they have learned</li> </ul>	<ul style="list-style-type: none"> <li>• Variety of interactives, including multiple choice questions, drag and drop activities and reflection questions</li> <li>• Increased use of assessments in the course to test knowledge and application</li> <li>• Content throughout the course is broken down into smaller chunks</li> <li>• Videos are used as a tool for applying concepts after they have been learned, as well as illustrating concepts as they're introduced</li> </ul>