



RespectEdu for Non-Supervisors: Preventing Harassment & Discrimination equips learners with essential tools to identify, prevent, and address workplace harassment. Through engaging narratives and real-world scenarios, this comprehensive course demonstrates how various forms of misconduct—including sexual harassment, workplace bullying, and retaliation—impact individuals and institutions, while clarifying the rights and responsibilities of all employees in creating a safe, respectful workplace.

Participants explore key concepts such as bystander intervention and proactive reporting—even when the nature of the misconduct is unclear—through memorable case studies that illustrate the personal, professional, and institutional consequences of inaction. This interactive training fulfills Illinois’ sexual harassment prevention requirements and is specifically adapted for faculty and staff in academic environments, addressing employee responsibilities and protections under the Illinois Human Rights Act, with a focus on the unique dynamics of educational institutions.

**Module 1: Pre-Test**

**Module 2: Introduction: Harassment Prevention in Illinois Workplaces**

Launches the course by positioning every employee as a culture-builder. Harassment isn’t just about one ‘bad actor’; it’s a culture risk that grows in silence. Learners see how everyday choices—speaking up, documenting, reporting, and supporting coworkers—map to Illinois and federal protections. The tone is empowering, inviting learners to help create a workplace where respect is the norm and misconduct can’t take root.

Learning Objectives	Course Map & Custom Content Configurations	Compliance Documentation
<ol style="list-style-type: none"><li>1. Recognize your role in sustaining a respectful, compliant workplace.</li><li>2. Understand how harassment arises in permissive environments.</li><li>3. Connect everyday actions to Illinois and federal protections.</li></ol>	<ul style="list-style-type: none"><li>• Introduction</li><li>• <i>Custom Content Option</i></li><li>• Everyday Safety</li><li>• <i>Custom Content Option</i></li></ul>	<ul style="list-style-type: none"><li>• Title VII of the Civil Rights Act of 1964</li><li>• Illinois Human Rights Act (775 ILCS 5/2-101)</li><li>• Illinois Department of Human Rights (IDHR) Guidance</li></ul>



## Module 3: What Constitutes Sexual Harassment

This module defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature that affects employment or creates a hostile work environment under both federal and Illinois state law. The training covers two main types: quid pro quo harassment involving exchanges of employment benefits for sexual favors, and hostile work environment harassment that interferes with job performance. Through workplace scenarios, learners examine how harassment can affect anyone regardless of protected characteristics and can be perpetrated by various workplace parties including non-employees.

### Learning Objectives

1. Identify unwelcome sexual advances and verbal conduct that constitutes sexual harassment.
2. Recognize quid pro quo and hostile work environment harassment scenarios.
3. Distinguish between illegal harassment and inappropriate workplace bullying behaviors.

### Course Map & Custom Content Configurations

- What Constitutes Sexual Harassment?
- [Custom Content Option](#)
- Relax!
- Knowing Better, Doing Better
- What is Sexual Harassment? Part 1
- Title VII
- Elena
- Federal Protections
- You're Okay, Right?
- Mateo
- Lee's Tenure
- Lee's Real Case
- What is Sexual Harassment? Part 2
- Effects of Harassment & Discrimination
- Let's Do Better
- [Custom Content Option](#)

### Compliance Documentation

- Title VII of the Civil Rights Act of 1964
- Equal Pay Act of 1963
- Pregnancy Discrimination Act of 1978
- Pregnant Workers Fairness Act of 2022
- Providing Urgent Maternal Protections for Nursing Mothers Act of 2022
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990
- Genetic Information Nondiscrimination Act of 2008
- Illinois Human Rights Act



## Module 4: Responding to Harassment

This module focuses on appropriate responses when experiencing or witnessing workplace harassment, emphasizing the importance of documenting incidents with detailed records including dates, times, witnesses, and evidence. The training introduces the five Ds of bystander intervention: Direct, Distract, Delegate, Delay, and Document, providing learners with multiple strategies for safely intervening in problematic situations. Through workplace scenarios, the module addresses common barriers to reporting such as diffusion of responsibility, evaluation apprehension, and pluralistic ignorance that prevent people from taking action when they witness misconduct.

### Learning Objectives

1. Document harassment incidents and report misconduct through appropriate institutional channels.
2. Apply the five Ds of bystander intervention in workplace harassment situations.
3. Identify barriers to reporting and overcome bystander effect in workplace settings.

### Course Map & Custom Content Configurations

- Responding to Harassment
- [Custom Content Option](#)
- Bad Press
- Bad Press?
- By the Numbers
- Creating a Reporting Culture
- Reporting Harassment
- Pearl & Terry (PUMP Act Case)
- Pearl's Real Case
- Oslo & Brennan (Bullying vs Harassment)
- Bullying: The Spectrum of Violence
- Bystander Intervention at Work
- Our Barriers to Intervention
- How to Use the Five Ds of Intervention
- Erica's Intervention
- [Custom Content Option](#)

### Compliance Documentation

- Title VII of the Civil Rights Act of 1964
- Providing Urgent Maternal Protections for Nursing Mothers Act of 2022
- Equal Employment Opportunity Commission regulations
- Illinois Department of Human Rights reporting procedures
- Illinois Human Rights Commission remedies



## Module 5: Retaliation

This module defines retaliation as any conduct or action that might deter a reasonable person from reporting harassment or participating in an investigation, emphasizing that it is illegal under federal and state law. The training explains that retaliation can affect anyone involved in harassment reporting including targets, witnesses, investigators, and HR representatives, and can take many forms such as poor performance evaluations, reduced hours, or increased scrutiny. Through workplace scenarios, learners examine how retaliation creates barriers to reporting misconduct and undermines workplace safety for everyone.

### Learning Objectives

1. Identify retaliation as illegal conduct that deters harassment reporting or investigation participation.
2. Recognize various forms of workplace retaliation including performance evaluations and work assignment.
3. Report retaliation incidents to protect those who speak up against misconduct.

### Course Map & Custom Content Configurations

- Retaliation
- [Custom Content Option](#)
- Access Denied (Ms. Ebert Scenario)
- What is Retaliation?
- What Does Retaliation Look Like?
- Supervisor Duty to Report
- Ms. Ebert's Reporting
- Who Can Be Retaliated Against
- Next Steps
- Conclusion
- Going Forward
- [Custom Content Option](#)

### Compliance Documentation

- Equal Employment Opportunity Commission regulations
- Illinois Human Rights Act

## Module 6: Quiz