Workplace Anti-Discrimination Policies Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workplace discrimination remains one of the most critical challenges affecting organizational culture, employee engagement, productivity, and legal compliance. Workplace Anti-Discrimination Policies Training Course is designed to equip employees, managers, and HR professionals with advanced knowledge of equity, diversity, inclusion (EDI), unconscious bias mitigation, harassment prevention, and equal employment opportunity (EEO) compliance. This program strengthens organizational governance by aligning workplace behavior with global standards such as human rights frameworks, labor laws, and corporate ethics policies.

In today’s evolving corporate landscape, organizations must proactively implement inclusive workplace strategies, zero-tolerance discrimination frameworks, and psychological safety systems. This training enhances awareness of protected characteristics, bias interruption techniques, grievance handling mechanisms, and compliance reporting systems. Participants will gain practical tools to foster respectful workplaces, reduce litigation risks, and promote a culture of fairness, dignity, and accountability across all organizational levels.

Programme Curriculum

Workplace Anti-Discrimination Policies Training Course

Introduction

Workplace discrimination remains one of the most critical challenges affecting organizational culture, employee engagement, productivity, and legal compliance. Workplace Anti-Discrimination Policies Training Course is designed to equip employees, managers, and HR professionals with advanced knowledge of equity, diversity, inclusion (EDI), unconscious bias mitigation, harassment prevention, and equal employment opportunity (EEO) compliance. This program strengthens organizational governance by aligning workplace behavior with global

standards such as human rights frameworks, labor laws, and corporate ethics policies.

In today's evolving corporate landscape, organizations must proactively implement inclusive workplace strategies, zero-tolerance discrimination frameworks, and psychological safety systems. This training enhances awareness of protected characteristics, bias interruption techniques, grievance handling mechanisms, and compliance reporting systems. Participants will gain practical tools to foster respectful workplaces, reduce litigation risks, and promote a culture of fairness, dignity, and accountability across all organizational levels.

Course Duration

5 days

Course Objectives

1. Understand workplace discrimination laws and EEO compliance frameworks
2. Identify forms of direct, indirect, systemic, and structural discrimination
3. Analyze unconscious bias and microaggressions in workplace behavior
4. Implement diversity, equity, and inclusion (DEI) best practices
5. Strengthen harassment prevention and zero-tolerance policies
6. Develop skills in conflict resolution and grievance handling procedures
7. Promote psychological safety and inclusive leadership culture
8. Ensure compliance with labor regulations and human rights standards
9. Apply fair recruitment and promotion practices
10. Enhance employee awareness of protected characteristics laws
11. Build competence in reporting, whistleblowing, and escalation systems
12. Reduce organizational risk through ethical workplace governance
13. Foster cultural intelligence and global workplace inclusion strategies

Target Audience

1. Human Resource (HR) professionals
2. Line managers and supervisors
3. Corporate executives and leadership teams
4. Diversity, Equity & Inclusion (DEI) officers
5. Compliance and legal officers
6. Employee relations specialists
7. Team leaders and project managers
8. New employees and onboarding staff

Course Modules

Module 1: Foundations of Workplace Discrimination

- Definition of discrimination and legal frameworks
- direct, indirect, institutional, systemic
- Case Study: Hiring bias in corporate recruitment process
- Impact on employee morale and productivity
- Global EEO standards and compliance overview

Module 2: Diversity, Equity & Inclusion (DEI) Principles

- Understanding DEI in modern workplaces

- Inclusive leadership strategies
- Case Study: Tech company improving gender diversity ratios
- Equity and equality in organizational policies
- Building inclusive workplace cultures

Module 3: Unconscious Bias Awareness

- Types of unconscious bias in hiring and promotion
- Psychological triggers of bias behavior
- Case Study: Performance evaluation bias in sales teams
- Bias interruption techniques
- Tools for self-assessment and reflection

Module 4: Workplace Harassment Prevention

- Verbal, physical, and psychological harassment forms
- Anti-harassment policy frameworks
- Case Study: Hostile work environment complaint resolution
- Reporting mechanisms and escalation paths
- Creating safe workplace environments

Module 5: Legal Compliance & Ethical Standards

- Employment law fundamentals
- Protected characteristics and rights
- Case Study: Legal penalties for non-compliant organizations
- Organizational compliance audits
- Ethical governance structures

Module 6: Conflict Resolution & Grievance Handling

- Conflict identification and early intervention
- Mediation and negotiation strategies
- Case Study: Departmental conflict resolution success story
- Documentation and investigation procedures
- Fair hearing and resolution processes

Module 7: Inclusive Leadership & Culture Building

- Role of leadership in inclusion
- Communication strategies for inclusivity
- Case Study: Leadership transformation in multinational firm
- Psychological safety in teams
- Employee engagement and retention strategies

Module 8: Reporting Systems & Accountability

- Whistleblowing mechanisms and protections
- Incident reporting workflows
- Case Study: Anonymous reporting system effectiveness
- Accountability frameworks
- Continuous improvement and feedback loops

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com