

Comparison on Civil Treatment for Employees 2014 to Civil Treatment for Employees - Government 2018



Civil Treatment® for Employees - Government is a dynamic and interactive learning experience that promotes clear understanding of your agency's workplace standards and expectations. With simple and sustainable learning models and tools, your employees will develop skills proven to positively impact your workplace culture and business results in ways that align with your agency's mission, vision, and values.

Why did we create this new version?

Your federal workplace is evolving and so are our learning solutions.

The EEOC's Select Task Force on the Study of Harassment in the Workplace (2016) prompted ELI to take a look at our current version of Civil Treatment for Employees (CTE) to see where we needed to make changes to meet the needs of our federal government audience. This new government-specific version of Civil Treatment for Employees not only responds and acknowledges the EEOC report, but also strengthens and bolsters the role of bystanders in the workplace and incorporates EEOC guidance to accessibility in the workplace by using closed captions in all of our CTE-Government videos. ELI partnered with our current federal clients and engaged the services of a federal workplace subject matter expert to create a learning solution that best reflects your unique work environment.

Highlights of 2018 Civil Treatment for Employees – Government Learning Solution

Global changes:

- Changed "organization" to "agency"
- Changed "manager" to "supervisor"
- Added "military and veteran status" to list of protected categories
- Emphasized "agency mission" rather than "bottom line"
- Added "EEO" to Get Help resource list

New videos:

- "We've got a lot of ground to cover." replaces "Because we're busy."
- "Did I miss anything?" replaces "Are you going to be there?"

Misc. Additions/Changes:

- **"Some meeting...":** modified "S" in the Speak Up Model™ to say: "Speak to management, EEO, HR, or Employee Relations (pages 12A-B, the SPEAK UP MODEL™ rulecard, and poster have been modified to reflect this change.)
- **"Did I miss anything?":** revised first exercise (pages 23A-B); added bystander intervention exercise (page 26); added bystander responsibility and bystander intervention information (pages 27- 28A); added optional exercise (pages 28A-B)
- **"I've heard he's one of the best.":** Added federal information regarding the law and sexual orientation/gender identity/gender expression (page 39)



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<p>Introduction</p> <p>Video:</p> <ul style="list-style-type: none"> • “Because we’re busy.” • A Message from Steve Paskoff <p>Topics:</p> <ul style="list-style-type: none"> • Why Civil Treatment® is important • Uncivil Behavior Triangle • The Conduct Guidelines 	<p>Introduction</p> <p>Video:</p> <ul style="list-style-type: none"> • NEW VIDEO “We’ve got a lot of ground to cover.” • A Message from Steve Paskoff <p>Topics:</p> <ul style="list-style-type: none"> • Why Civil Treatment® is important • Uncivil Behavior Triangle • The Conduct Guidelines
<p>“Some meeting...”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “Some meeting...” <p>Topics:</p> <ul style="list-style-type: none"> • Sexual harassment <ul style="list-style-type: none"> - Quid pro quo - Hostile work environment • SPEAK UP Model™ • Tips for <i>Speaking Up</i> 	<p>“Some meeting...”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “Some meeting...” <p>Topics:</p> <ul style="list-style-type: none"> • Sexual harassment <ul style="list-style-type: none"> - Quid pro quo - Hostile work environment • SPEAK UP Model™ • Tips for <i>Speaking Up</i> <p>Additional Change:</p> <ul style="list-style-type: none"> • Modified “S” in the Speak Up Model™ to say: “Speak to management, EEO, HR, or Employee Relations (pages 12A-B, the SPEAK UP MODEL™ rulecard, and poster have been modified to reflect this change.)
<p>“Did you get my text?”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “Did you get my text?” <p>Topics:</p> <ul style="list-style-type: none"> • Electronic communications and social media 	<p>“Did you get my text?”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “Did you get my text?” <p>Topics:</p> <ul style="list-style-type: none"> • Electronic communications and social media
<p>“I can’t wait to tell the team.”</p> <p>Video:</p> <ul style="list-style-type: none"> • “I can’t wait to tell the team.” <p>Topics:</p> <ul style="list-style-type: none"> • Abusive/bullying behavior • Professionalism in the workplace • Inclusion 	<p>“Did I miss anything?”</p> <p>NEW VIDEO:</p> <ul style="list-style-type: none"> • “Did I miss anything?” <p>Topics:</p> <ul style="list-style-type: none"> • Abusive/bullying behavior • Bystander intervention • Professionalism in the workplace • Inclusion <p>Additional Changes:</p> <ul style="list-style-type: none"> • revised first exercise (pages 23A-B) • added bystander intervention exercise (page 26) • added bystander responsibility and bystander intervention information (pages 27- 28A) • added optional exercise (pages 28A-B)



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<p>“When’s my turn?”</p> <p>Video:</p> <ul style="list-style-type: none"> • “When’s my turn?” (core version – comments based on pregnancy, religion, disability, etc.) <p>Topics:</p> <ul style="list-style-type: none"> • Workplace environment • Inappropriate mutual banter • Work-talk Circle 	<p>“When’s my turn?”</p> <p>Video:</p> <ul style="list-style-type: none"> • “When’s my turn?” (core version – comments based on pregnancy, religion, disability, etc.) <p>Topics:</p> <ul style="list-style-type: none"> • Workplace environment • Inappropriate mutual banter • Work-talk Circle
<p>“I’ve heard he’s one of the best.”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “I’ve heard he’s one of the best.” Part 1 (Jake’s introduction to the team) • “I’ve heard he’s one of the best.” Part 2 (Samantha and Jake) <p>Topics:</p> <ul style="list-style-type: none"> • Sexual orientation • Gender identity • Gender expression 	<p>“I’ve heard he’s one of the best.”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “I’ve heard he’s one of the best.” Part 1 (Jake’s introduction to the team) • “I’ve heard he’s one of the best.” Part 2 (Samantha and Jake) <p>Topics:</p> <ul style="list-style-type: none"> • Sexual orientation • Gender identity • Gender expression <p>Additional Change:</p> <ul style="list-style-type: none"> • added federal information regarding the law and sexual orientation/gender identity/gender expression (page 39)
<p>“What’s on your mind?”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “What’s on your mind?” <p>Topics:</p> <ul style="list-style-type: none"> • Manager’s Duty to Act • Unlawful third-party harassment • Relevant policy 	<p>“What’s on your mind?”</p> <p>Videos:</p> <ul style="list-style-type: none"> • “What’s on your mind?” <p>Topics:</p> <ul style="list-style-type: none"> • Manager’s Duty to Act • Unlawful third-party harassment • Relevant policy
<p>“You wanted to see me?”</p> <p>Video:</p> <ul style="list-style-type: none"> • “You wanted to see me?” Part 1 (first part of conversation between Gavin and Norah) • “You wanted to see me?” Part 2 (second part of conversation between Gavin and Norah) <p>Topics:</p> <ul style="list-style-type: none"> • Employee-to-employee retaliation • Course conclusion 	<p>“You wanted to see me?”</p> <p>Video:</p> <ul style="list-style-type: none"> • “You wanted to see me?” Part 1 (first part of conversation between Gavin and Norah) • “You wanted to see me?” Part 2 (second part of conversation between Gavin and Norah) <p>Topics:</p> <ul style="list-style-type: none"> • Employee-to-employee retaliation • Course conclusion
<p>“When’s my turn?” (ad hoc version)</p> <p>Video:</p> <ul style="list-style-type: none"> • “When’s my turn?” (ad hoc version- comments based primarily on sex) <p>Topics:</p> <ul style="list-style-type: none"> • Inappropriate mutual banter • Workplace environment • Work-talk Circle 	<p>“When’s my turn?” (ad hoc version)</p> <p>Video:</p> <ul style="list-style-type: none"> • “When’s my turn?” (ad hoc version- comments based primarily on sex) <p>Topics:</p> <ul style="list-style-type: none"> • Inappropriate mutual banter • Workplace environment • Work-talk Circle

