



Course Instruction & Guide:

● **WELCOME!**

Welcome to our course on Disparate Impact and Intentional Discrimination. We'll explore how seemingly neutral policies can unintentionally discriminate against certain groups and deliberate unfair treatment based on protected characteristics. Understanding these concepts is crucial for navigating legal frameworks and fostering equity in society. Let's dive in!

● **MATERIALS**

In this course you will have 1 training video to follow along. This is a recording from a EEO training class which provides detailed information to help mediators grasp the idea of Disparate Impact and Intentional Discrimination.

● **GETTING STARTED**

Please follow along and watch the entirety of the training video.

● **THE END**

After you have finished watching the training video, please click “Complete course” or “Finish Course” in order to be done with class and earn your CME credit.

● **CME REPORTING FORM**

After you completed the course, ADR Academy will automatically add this course into the CME reporting form if this course has been a part of your “Renewal CME Bundle.”