



# Course Instruction & Guide:

## ● **WELCOME!**

Welcome to our course on Theories of Discrimination in a Hostile Work Environment (1 CME). Theories of discrimination in a hostile work environment include legal frameworks like Title VII and the ADA, recognizing hostile environments and quid pro quo situations. Intersectionality considers overlapping discriminations, while organizational culture and policies play a significant role. Discrimination has psychological impacts, and mediation aims to address these issues through constructive dialogue and solutions like training and policy revisions.

## ● **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 Theories of Discrimination in a Hostile Work Environment.

## ● **GETTING STARTED**

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

## ● **THE END**

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