



Massachusetts General Laws

Chapter 151B encourages employers to conduct sexual harassment training for all employees.

The law advises this training should be conducted on a regular basis, and that additional training should be provided for supervisors.

ECS can help. As a convenience and benefit to our current customers, we have expanded our training services to include **Sexual Harassment & Discrimination Prevention Training**. This program is modeled from the Massachusetts Commission Against Discrimination (MCAD) certified trainer program titled “Preventing Harassment in the Workplace.” Our training program is conducted by our Human Resources Manager, Cathy Zurlino, who has 16 years of diversified human resources experience. Cathy has completed MCAD’s Certified Training Programs - Preventing Harassment in the Workplace and Investigating Internal Discrimination Complaints.

Key elements of our **Sexual Harassment & Discrimination Prevention Training** include:

- Overview of legal, personal and practical issues
- Examples and scenarios of conduct that could lead to harassment
- Company policy considerations
- The importance of prevention
- What to do if a situation arises
- Impact on the company’s business, productivity, and employee morale
- Ample time for discussion, questions and answers

Training can be conducted at your facility or in our comfortable, 30-seat training room located in Agawam, MA.

Cross this needed training off your “to do” list by contacting ECS!

For more information and to schedule your training, contact:

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