



# Office of Compliance 2016 Course Offerings

## Preventing Sexual Harassment and Discrimination (45 minutes in-person)

Recognize what conduct may constitute sexual harassment, and learn the concepts behind the law. Learn about the costs and impact of sexual harassment and discrimination on productivity and the working environment.



## Understanding the Americans with Disabilities Act (ADA) (45 minutes in-person)

In the legislative branch, the ADA covers both employees in the workplace and constituents visiting offices. Understand an employer's obligation to provide a reasonable accommodation for an employee with a disability and review the statutory and judicial changes to the law.

## An Introduction to Workplace Rights for Staffers (45 minutes in-person)

Understand your equal employment rights under the Congressional Accountability Act, including Title VII of the Civil Rights Act and the Americans with Disabilities Act requirements for reasonable accommodation and public access. This interactive course is taught through the use of scenarios.



## Understanding Veterans Rights in the Workplace (45 minutes in-person)

Learn about the Veterans Employment Opportunities Act of 1998 (VEOA) with its preference requirements, and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) which prevents discrimination based on military service.

## A Manager's Guide to the Family and Medical Leave Act (FMLA) (45 minutes in-person)

Learn the requirements of the FMLA under the Congressional Accountability Act. This course presents an overview of the law, entitlements to leave, intermittent leave, and employer/employee obligations while outlining the most recent changes to the FMLA.



## Maintaining an Accessible and ADA Compliant Website (New) (45 minutes in-person)

The ADA has expanded as people increasingly communicate through electronic media. A growing number of plaintiffs are filing lawsuits alleging that various business websites are inaccessible to people with visual and hearing disabilities. Understand how your website can comply with the law's access requirements.