

Social Responsibility

Companies have a social responsibility to comply with laws and regulations and take actions and create conditions to help employees grow and develop, regardless of their background and the career issues they may be facing.

The training and development can contribute toward an organization's social responsibility efforts. We will highlight the avenues through which this may be done.

Legal Issues

Trainers must ensure that they are in compliance with the law and avoid a variety of legal traps such as:

- Failing to provide required training or providing inadequate training
- Incurring injuries to employees during a training activity
- Incurring injuries to employees or others outside a training session
- Incurring breach of confidentiality or defamation
- Reproducing and using copyrighted material without permission
- Excluding women, minorities, and older employees
- Not ensuring equal treatment during training
- Requiring attendance at potentially offensive training
- Revealing discriminatory information during training
- Failing to accommodate those with disabilities
- Incorrectly reporting training as an expense, failing to report training reimbursement as income, or failing to pay employees for attending training

Managing Workforce Diversity and Inclusion

The goals of diversity training are twofold:

- To eliminate values, stereotypes, and managerial practice that inhibit employees' personal development
- To allow employees to contribute to organizational goals regardless of their race, sexual orientation, gender, family status, religious orientation, or cultural background

The characteristics associated with a diversity program's long-term success include:

- There is management support and involvement.
- The diversity program is structured.

- The business objectives focus on diversity.
- The program is evaluated using metrics such as sales, retention, and promotion rates.
- The program is ongoing and not a one-time effort.
- Different groups are not blamed for problems.
- The skills needed to successfully interact with others are taught.
- Managers are rewarded for achieving diversity goals.
- Managers collect feedback and act on it.

Employment Laws and Trainings



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- What steps should be taken in order to prepare the employee for international assignments to help them succeed?

To get you started, here are some questions for you to consider:

- Right person for the right job?
 - Obtaining Visas?
 - Cross-cultural training?
 - Learning language?
 - Psychological screening?
 - Applicable laws?
 - What more?
- What is your opinion about including family members in certain parts of the training?



Additional Materials

From your course textbook, *Employee Training and Development*, read the following chapters:

Traditional Training Methods

- Technology-Based Training Methods
- Employee Development and Career Management
- Social Responsibility: Legal Issues, Managing Diversity, and Career Challenges
- The Future of Training and Development



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