



Illinois Workplace Transparency Act (2020) Sexual Harassment Prevention Training Information | June 8, 2020

If you are looking for information on the Sexual Harassment Prevention Training required by the new Illinois Workplace Transparency Act (WTA), we want you to know that Infinitec has you covered. The law states that employees have until the end of 2020 to complete the training, but we understand if you would rather get it done sooner than later. Our goal is to post the employee version of the training by June 30, 2020.

The IL Department of Human Rights has now issued their model training curriculum in accordance with the law. We are currently at work converting the content to our format so we can post it in the Online Classroom and you can assign it as a Learning Path, trackable with ENGAGE. This will allow you to pull the Campaign reports that serve as documentation of your agency's compliance with the training requirement. Compliance and documentation are of the utmost importance with this law, so rather than send member agency staff and school district personnel to the IL Department of Human Rights' website to take the training, we will make the content Infinitec-friendly. We did something similar with DCFS Mandated Reporter training.

Once completed and posted on the site, there will be two versions: one for managers and one for non-managers. The law mandates that two different versions be available and employees should complete the version that is appropriate to their position. Each training will be a minimum of one-hour long, which is also a requirement of the law. A quiz will accompany each video.

The Illinois Department of Financial and Professional Regulation (IDFPR) put out requirements for Sexual Harassment Prevention training in a memo dated November 4, 2019. Infinitec's presentation will meet those requirements. Infinitec is an approved provider on Continuing Education Hours (CE) through IDFPR for Social Workers, Speech Language Pathologists, Occupational Therapists, Physical Therapists and Nurses.

The Harassment Prevention training and Anti-Harassment videos currently available in the School section of the Online classroom do address sexual harassment but do so based on federal law and US Department of Education guidelines and definitions and are less than an hour long. For these and other reasons, these Harassment Prevention training does not meet the requirements for Sexual Harassment Prevention Training as mandated by the IL WTA. We will notify members when the WTA-compliant videos are available. The new videos will meet IL WTA, US Department of Education, and federal legal requirements for Sexual Harassment Prevention training.

If this information did not answer your content-related question about the IL WTA Sexual Harassment Prevention Training, please email sbenaitis@ucpnet.org.

For questions about the Social Services Coalition, please contact Richard Brown at rbrwon@ucpnet.org.

For questions about School District Coalitions, please contact Peg Childs at pchilds@ucpnet.org.

General customer service and administrative questions should be directed to infinitecwebsupport@ucpnet.org.

Thank you. Please stay safe and healthy,

Infinitec