

Harassment & Discrimination Prevention Training

MCAD-Certified Training for Massachusetts Employers

Creating a respectful, safe, and legally compliant workplace starts with education. Harassment and discrimination prevention training helps employees and supervisors understand what constitutes inappropriate workplace behavior, how to prevent it, and what to do if concerns arise.

Our annual training programs provide structured sessions that help organizations train new hires, reinforce workplace expectations, and maintain compliance.

Why Ongoing Training Matters

- Support new hire onboarding compliance
- Provide consistent training across the workforce
- Reinforce respectful workplace expectations
- Reduce legal and reputational risk

The Impact of Workplace Harassment

Record-breaking
\$700M
recovered for
workplace
discrimination
victims

60%
Of women are
impacted by
workplace
harassment

WHY EMPLOYERS CHOOSE AIM HR SOLUTIONS



MCAD-CERTIFIED TRAINERS
Training led by certified experts



**MASSACHUSETTS
COMPLIANCE EXPERTISE**
Practical, state-specific guidance



**INTERACTIVE, SCENARIO-
BASED LEARNING**
Real workplace situations



LIVE, EXPERT-LED SESSIONS
Engaging and discussion-driven



FLEXIBLE TRAINING PROGRAMS
Programs for teams of all sizes

**Providing regular training helps organizations prevent issues,
respond appropriately, and strengthen workplace culture.**

Right-Sized Solutions for Small, Mid-Sized, and Large Employers

AIM HR Solutions offers structured harassment and discrimination prevention training programs designed to provide consistent education throughout the year. Organizations can select the program that best fits their workforce size, hiring frequency, and training needs.

FEATURES	SMALL BUSINESS Bi-Annually	MID-SIZE Quarterly	LARGE COMPANY Monthly
Company Size	Small / Micro	Mid-sized / Growing	Large / Enterprise
Annual Full-Company Training	1	1	1
Additional Trainings Per Year	1	3	11
Total Live Trainings	2	4	12
Onboarding Flexibility	Limited	Moderate	High
Training Format	In-Person, Virtual	In-Person, Virtual	In-Person, Virtual
Expert Facilitators	✓	✓	✓
Compliance Support	✓	✓	✓
Scalability	Low	Medium	High
Overview	Best for organizations with smaller teams or limited hiring activity that need reliable compliance support.	Ideal for growing organizations that hire throughout the year and want regular training opportunities.	Designed for larger employers or organizations with frequent hiring and multiple locations.

Pricing varies based on organization size and program structure.

Ready to
Build Your
Annual
Training
Program?