

Building Employee Inclusion and Upstander Culture



**EMPOWER
INCLUSIVE
TEAMS TODAY.
BUILD CULTURE
FOR TOMORROW.**

Every employee shapes workplace culture. In diverse environments, inclusion requires more than avoiding negativity—it demands action. *Building Inclusion and Upstander Culture* helps employees recognize bias, act respectfully, and speak up for others, fostering collaboration, morale, and trust.

Developed by SHIFT, the only HR compliance training company founded by employment attorneys, this course goes beyond checking the box to deliver lasting behavior change that protects culture, reduces risk, and helps businesses thrive.

TRAINING OVERVIEW

Today's diverse workplaces need employees who actively foster inclusion. This training builds skills for respectful interactions and empowers employees to be upstanders who strengthen collaboration, morale, and a culture of respect.

LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Identify examples** of civil and uncivil workplace conduct
- **Practice strategies** to build trust and foster respect among colleagues
- **Engage in difficult conversations** and handle disagreements with civility
- **Understand the benefits** of a civil, respectful, and inclusive workplace
- **Recognize the difference** between bystander and upstander

WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization—tailored to your brand, your people, your policy.
With dedicated support team for seamless implementation.

BUILDING CULTURE THROUGH CONTINUED LEARNING

Training sparks growth—our Learning Journeys sustain it. Partner with SHIFT to design custom, expert-led programs that strengthen culture, deepen connection, and drive meaningful business outcomes.



20 Minutes



Mobile Friendly



Instant Certificate
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English, Spanish
(Others available)



Fully WCAG 2.1
AA Compliant

Flexible SCORM
delivery options

Hosted by SHIFT
or your LMS

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