



PILLAR

Respect

(<https://emtrain.com/products/respect/>).

VERSIONS

All Employees (35 min)

WHAT'S COVERED

- Anti-Discrimination
- Bias
- Bullying
- Bystander To Upstander
- Discriminatory Employment Practices
- Equity
- Forms Of Harassment
- Inequality
- Manager's Duty To Report
- NOM-35
- Organizational Norms
- Pregnancy Leave
- Protected Characteristics
- Reasonable Accommodation
- Reporting
- Violence
- Women In The Workplace

COURSE

Preventing Workplace Harassment — Mexico

13th Edition

Respect



Help Employees Understand Mexico Harassment Laws and Build a Respectful Workplace

Workplace harassment prevention in Mexico requires more than a policy—it requires employees to understand how harassment, discrimination, workplace violence, and psychosocial risks impact the workplace. As legal requirements continue to evolve, organizations must equip employees with the skills to recognize inappropriate behavior, speak up when concerns arise, and contribute to a culture of respect and accountability.

Emtrain's Preventing Workplace Harassment course combines legal awareness with practical workplace skills. Through realistic scenarios and guided learning, employees learn how to identify harassment, respond appropriately to workplace concerns, support coworkers, and navigate reporting processes while helping organizations support compliance with Mexico's workplace harassment and violence prevention requirements.

Course Description

Equip employees with the legal knowledge, practical skills, and shared language to prevent harassment, discrimination, workplace violence, and psychosocial harm—and to act confidently when they witness or experience it.

Grounded in Mexico's Federal Labor Law, NOM-035, and recent workplace reforms, this training helps learners recognize inappropriate behavior, understand reporting responsibilities, intervene appropriately, and contribute to a safer, more respectful workplace.

Legal Requirements

Emtrain helps organizations meet their legal obligations under Mexico's Federal Labor Law and 2026 reforms, including mandatory safety standards like NOM-035 and the prevention of workplace violence and gender-based violence.

Languages

- Videos feature Spanish-speaking characters with English subtitles
- Key concepts and learning points are reinforced in Spanish

Key Concepts

- **Workplace Harassment, Violence & Bullying** – Recognize and respond to harassment, workplace violence, and acoso laboral.
- **Discrimination & Respect at Work** – Understand protected characteristics, bias, and inclusive workplace behaviors.
- **Psychosocial Risk & Employee Wellbeing** – Identify behaviors and conditions that contribute to psychosocial harm under NOM-035.
- **Bystander Intervention & Reporting** – Learn how to speak up, support others, and use reporting channels effectively.

- **Investigations, Retaliation & Accountability** – Understand employee responsibilities, investigation processes, and anti-retaliation protections.

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

Lessons
Protecting People and Workplaces
Explore Mexico's legal framework for workplace harassment and discrimination — including the 2026 LFT reforms, NOM-035, and the LFPED — and discover why building strong culture skills matters.
Preventing Discrimination
Understand how Mexico's anti-discrimination laws apply to real workplace decisions around hiring, promotions, and day-to-day interactions. Learn to recognize both direct and indirect discrimination, and build the awareness to ensure every colleague is treated with equal dignity and opportunity.
Defining Sexual Harassment
Understand the critical distinction between hostigamiento sexual and acoso sexual — and why one is not just a policy violation, but a crime. Examine real workplace scenarios to recognize how power dynamics, repeated conduct, and unwanted attention create sexual harassment, regardless of who is involved or what form it takes.
Workplace Violence and Bullying (Acoso Laboral)
Explore the full spectrum of workplace violence under Mexican law — from physical and psychological harm to digital conduct and gender-based violence — and learn how bullying (acoso laboral / mobbing) differs from ordinary conflict or tough feedback.
Psychosocial Risk and Your Well-Being
Discover the workplace conditions NOM-035 recognizes as genuine psychosocial risks — and learn to identify when chronic stress or burnout signals an unsafe environment, not a personal failing.
Bystander Intervention

Learn the difference between a bystander and an upstander — and build the skills to intervene when you witness harassment, bullying, or misconduct at work. Explore practical strategies for speaking up, redirecting situations, and supporting colleagues, because staying silent is itself a choice that shapes workplace culture.

Retaliation

Recognize the legal elements of retaliation — and why even informal complaints trigger protections. Learn to spot retaliatory actions and understand what managers and employees must do (and avoid) when a concern is raised.

Reporting, Investigations, and Our Policies

This lesson walks through the complaint and investigation process — including confidentiality protections, the role of the Joint Committee, and external reporting channels — so employees can act with confidence.