



COURSE

Preventing Workplace Harassment — Brazil

13th Edition Respect 

Help Employees Understand Brazil Harassment Laws and Build a Respectful Workplace

Workplace harassment prevention in Brazil 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 Brazil's workplace harassment and violence prevention requirements.

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

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
- Discriminatory Impact Vs. Intent
- Equity
- Forms Of Harassment
- Implicit Bias
- Inequality
- Protected Characteristics
- Protected Grounds
- Psychological Harassment
- Reasonable Accommodation
- Violence
- Women In The Workplace

Lessons

Protecting People and Workplaces

This lesson establishes the legal right of every worker in Brazil to a workplace free from violence, harassment, and discrimination. It outlines the foundational concept of shared responsibility to maintain safety and introduces the Workplace Color Spectrum® tool.

Diversity, Equity, and Preventing Discrimination

Explores Article 5 of Brazil's Federal Constitution and the CLT to detail protections against sex, race, age, and religious discrimination. It also contrasts direct and indirect discrimination and introduces the Equal Pay Law (Lei 14.611/2023).

Defining Sexual Harassment

Breaks down the dual legal frameworks governing sexual harassment in Brazil: the hierarchical criminal code definition and the broader labor law definition covering peer interactions. It highlights that impact matters more than intent, and physical contact is not required.

Workplace Violence and Moral Harassment

Identifies the broad forms of workplace violence under Brazilian law, including physical, psychological, digital, and institutional harm. It explicitly defines moral harassment (assédio moral) as targeted, repeated exposure to humiliating scenarios.

Psychosocial Risk and Your Well-Being

Highlights the updated regulatory standard NR-1, which legally obligates Brazilian employers to identify and manage mental and emotional health hazards. It lists psychosocial risk factors like unmanageable workloads, role confusion, and a hostile environment.

Bystander Intervention

Teaches employees how to transform from passive bystanders into proactive upstanders when witnessing workplace misconduct. It covers strategies to support coworkers, call out orange conduct, and safely disrupt patterns of harassment.

Retaliation

Covers an employee's strict legal protection against negative job impacts for filing a complaint or supporting an investigation. It highlights that retaliation is strictly banned even if the core complaint turns out to be unsubstantiated.

Reporting, Investigations, and Our Policies

Walks through the internal compliance procedures, confidentiality protocols, and corporate committee (CIPA) dynamics required by Law 14.457/2022. It details external reporting mechanisms (MTE, MPT) and notes severe individual consequences like termination without severance (justa causa).