



The Death of Check-the-Box Compliance

How Agile Compliance Better
Protects Your Business

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What to expect

What you'll walk away with

- The history behind how compliance started and why (like any system) it's evolved past its original purpose
- What Agile Compliance is and how it compares to legacy, check-the-box, approaches
- How to implement "always-on" compliance, with real-world insights from HR leaders doing it everyday



Stick around to win...





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Meet your speakers!

01

The **History** of Compliance Training (and how it's evolved)



with **Doug Johnston**

From good intentions to checkbox culture

1

Early era
Workplace training introduced to ensure safe, lawful workplaces

2

Mid-late 1990s
Sexual harassment training emerges. California leads the charge.

3

Early 2000s
Enron scandal drive ethics & compliance training expansion

4

2009
DOJ guidance: checking a box is no longer enough

5

2020 onward
States begin adopting CA's new approach to anti-harassment, workplace violence & anti-human trafficking requirements. Data privacy training obligations rapidly increase.

The DOJ standard: Impact, not completion

The DOJ asks three fundamental questions, often referred to as the Evaluation of Corporate Compliance Programs:

- 1 **Is the program well-designed?** (Risk assessment, policies, training)
- 2 **Is the program applied earnestly and in good faith?** (Culture of compliance, resources)
- 3 **Does the program work in practice?** (Reporting, investigations)

What's at stake when **training fails**



Legal liability

Courts hold employers directly accountable. Inadequate training is not a defense, it's evidence of negligence.



Reputational damage

Societal drivers like #MeToo mean public scrutiny of workplace culture has never been higher.



Workplace safety

Violence and harassment in the workplace are not abstract risks. They require real prevention.

Businesses that fail to maintain proper compliance programs pay 2.7x more in penalties and remediation costs.

02

Agile vs Legacy

Compliance Training



with **Jennifer Frohman Pawlak**

A better way to create a safer workplace

Legacy compliance

“Check-the-box” requirements to meet legal obligations

Same training for everyone

Long videos, text-heavy content

Minimal documentation of effectiveness

Completion rates and quiz scores



Agile compliance

Always-on, proactive & automated risk-reduction

Tailored by role, risk level, and location

Customizable, short, engaging, scenario-based

Strong audit trail & proof of completion

Risk signals and behavior change tracking

03

How to Implement Agile Compliance



with **Alicia Falcon**

“Always-On” Compliance and what that *actually* means

1

Assign the
right training,
automatically

2

Know where
your risk is,
instantly

3

Change
behavior,
consistently

And the winner is...





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THANK YOU for attending

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