

EDUCATIONAL & CLERICAL COMPLIANCE PROGRAMS

"The Art of Preventive Maintenance."



The MPM Group, Inc. (MPM) is a licensed, bonded and insured litigation support and corporate compliance provider that has responded to the market need for effective *Corporate Compliance Programs* while demonstrating their ability to establish client-specific programs for the federal/state government, the field of education as well as most clerical and private sector environments.

MPM has now combined their litigation support and corporate compliance acumen with one of the nation's premier online training program developers to provide their clients with comprehensive computer accessible compliance programs that certainly meet, if not exceed, the most recent Department of Justice (DoJ) Guidance for Corporate Compliance including, but not limited to, civil compliance liability regarding sexual harassment, sexual misconduct, racial/ethnic bigotry, sexual orientation and intimidation - to name just a few. MPM's online training programs may be held exclusively online or as hybrid programs that require some personal participation.

For training purposes, "Sexual Harassment" refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work or educational performance, or creates an intimidating, hostile, offensive work or educational environment, regardless if such activity is carried out by a supervisor, a co-worker, clergyman, or by a professor/teacher/coach. This could even include such workplace/school conduct as displaying "pinup" calendars or sexually demeaning pictures, telling sexually oriented jokes, making sexually offensive remarks, engaging in unwanted sexual teasing, subjecting any another employee/student to pressure for dates, sexual advances, or unwelcome touching. Sexual harassment occurs when employment/school decisions affecting an employee, such as hiring, firing, promotions, awards, grades, transfers or disciplinary actions, result from submission to or rejection of unwelcome sexual conduct. Title VII of the Civil Rights Act of 1964, generally prohibits sexual harassment.





MPM's client specific Compliance Training Programs can be designed for secure virtual (computer) group/individual employee, faculty, or student presentations that will provide relevant training content along with attendance and completion verification. When requested, Compliance training modules can be presented in most classroom or office environments.

Lastly, MPM can provide trained investigators (former federal agents) to provide expert litigation support services to any of our client's Legal Counsel(s) to conduct initial, albeit confidential, inquiries concerning any suspected violation of the client's Compliance policies.

The DoJ strongly suggests that establishing and enforcing such an effective Compliance Training Program helps any company, school, or church prevent, detect and mitigate violations of ethical rules and can help in protecting that organization from avoidable criminal charges, fines, lawsuits and public embarrassment. Succinctly, *The Art of Preventive Maintenance*.



MPM's Compliance Training Programs are headed by **Vito S. Guarino**, Partner and COO of **The MPM Group, Inc.** Mr. Guarino has more than 30-years of exemplary service in his field rising to the position of Senior Executive Service (SES) within the U.S. Department of Justice. During his tenure with the DoJ, Mr. Guarino held several senior management positions requiring an expertise in comprehensive compliance training as well as the enforcement of same. In addition to his many Human Resource and Compliance training programs within the DoJ, Mr. Guarino holds a Bachelor of Science (BS) degree from Moravian College as well as a Master of Arts (MA) degree in Education from William Patterson University.