

# AVOIDING LEGAL LIABILITY

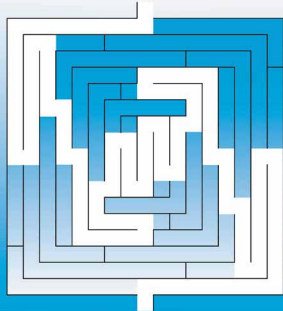
## for Adult Educators, Human Resource Developers and Instructional Designers

by John Sample

Orig. Ed. 2007 316 pp. ISBN 978-7-57524-273-6 \$52.00

### AVOIDING LEGAL LIABILITY

FOR ADULT EDUCATORS,  
HUMAN RESOURCE DEVELOPERS,  
AND INSTRUCTIONAL DESIGNERS



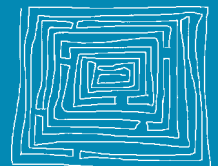
John Sample

In more pristine times, the primary reason for providing effective training was to increase the probability of correct and consistent performance on the job. Adult educators and managers of human resource development programs should be concerned for a secondary reason. This reason involves the prevention of legal liability. In this sense, effective training and development becomes a defense to an allegation of failure to adequately train the organization's employees.

**Dr. John Sample, Ph.D., SPHR**, is a former coordinator and associate professor for the online MS degree program in Human Resource Development at Florida State University. He has thirty years experience as a consultant, educator, and administrator in human resource management, training, and development. Dr. Sample is a noted authority on the legal impact of liability associated with the training and development function in organizations. He has provided expert witness services to businesses and governmental agencies and has published extensively on this topic.

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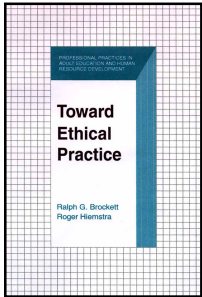
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## Reviews

**"...should be bought and used by all in our field of human performance technology (HPT)... This book can save you a lot of grief. It is well written and well documented... Sample provides reality and supporting data to help us be successful and legal. The topics of professional and legal responsibilities are not usually on people's radar screens, putting those who ignore this in jeopardy, a jeopardy that this book can help reduce."**—Roger Kaufman, CPT, *Performance Improvement*, Vol. 47, No. 9, October 2008

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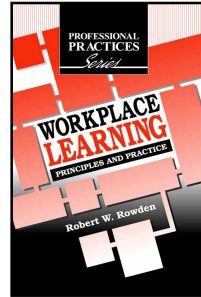
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Ethical dilemmas are part of the daily landscape. The authors' focus is on ethical issues relative to one area of professional practice—working with adult learners. Whether engaged in program development, administration, teaching, or advising, the educator or trainer who works with adults is continuously challenged by potential ethical dilemmas. This book is not intended to provide prescriptive answers to specific issues. Rather, it can serve as a tool to help you (1) recognize potential ethical dilemmas, (2) raise questions you can use to negotiate your way through ethical dilemmas, and (3) identify strategies to promote open, non-confrontational discussions of ethics. The discussion is directed to educators and trainers who work in the many diverse settings where adult learners are served, and to graduate students in master's and doctoral degree programs in adult education and training. The model also has general application and is relevant to ethical issues in a wide range of professional and personal settings.

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*"I would recommend the book as a valuable guide to practitioners who struggle with ethical dilemmas and as a "must read" for those who are still uncertain whether ethical issues are pertinent to adult education."*—*Adult Education Quarterly*



### WORKPLACE LEARNING: Principles and Practice

by *Robert W. Rowden*

This book intends to expand the perception of learning in the workplace and refocus the efforts of HRD practitioners and adult educators to cover all types of learning—beyond formal training to include informal and incidental learning. While integrating theory and practice about the process of how adults acquire the knowledge and skills that help them perform their jobs better, the book also examines the context within which adults form communities of practice, presenting such concepts as knowledge management and the learning organization. It is designed to help the novice as well as more experienced trainers, adult educators, and others develop workplaces conducive to learning.

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