

Human Rights Awareness Training Design Document

<i>Business Purpose</i>	To improve relationships and interactions by building awareness of human rights issues that employees may encounter.
<i>Target Audience</i>	Current and new employees who may encounter human rights issues in projects or operations.
<i>Training Time</i>	30 minutes
<i>Training Recommendation</i>	<ul style="list-style-type: none">• Short, self-paced eLearning course that provides real-life scenarios to demonstrate knowledge.<ul style="list-style-type: none">o Articulate Storyline courseo Voice overo Interactionso Links to additional resources• Knowledge checks<ul style="list-style-type: none">o Scenarios and multiple choiceo User must score 80% to receive pass/credit
<i>Deliverables</i>	<ul style="list-style-type: none">• eLearning course (Storyline)
<i>Learning Objectives</i>	<ul style="list-style-type: none">• Define “human rights” and what type of stakeholders are impacted by these risks• Identify potential human rights issues facing oil and gas operations

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Training Outline

1. Welcome

a. Course Description

This module has been developed to provide an overview of the company's position on human rights, its importance to our business, and our approach to managing potential human rights issues. You are encouraged to also review the Sustainable Development Practice and Risk Assessment to better understand human rights risks. In the event of a discrepancy between this CBT and the company's human rights position or related processes, the commitments and practices outlined in the company's position and related processes shall apply.

b. Course Objectives

By the end of this course module, you will be able to:

- Articulate a basic definition of "human rights"
- Identify potential human rights issues facing oil and gas operations.

2. What are Human Rights?

a. Definition

According to international frameworks*Human Rights are universal and inalienable rights inherent to all human beings.

b. Categories

i. Civil and Political Rights

ii. Workplace Rights

iii. Economic, Social and Cultural Rights

c. Application to Oil and Gas

i. Human Rights and the workplace

ii. Human Rights and Communities

iii. Human Rights and Government

d. Scenario 1

In a South East Asian country, on-site contractors are subject to poorer employment conditions than company employees and lack access to any grievance mechanism.

What category of Human Rights has been impacted in this scenario?

i. Workplace Rights

ii. Civil and Political Rights

iii. Economic, Social, and Cultural Rights

e. Scenario 2

In North Dakota, access to land needed for cattle grazing is restricted due to a pipeline route, with inadequate consultation and compensation.

What category of Human Rights has been impacted in this scenario?

i. Workplace Rights

ii. Civil and Political Rights

iii. Economic, Social, and Cultural Rights

f. Impact

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	<p>Human rights issues that may be associated with a company's operations can typically involve a wide array of stakeholders, often with different or conflicting roles, motivations and outcomes:</p> <p>3. Summary</p> <p>As you can see, human rights are universal and inalienable, in that they encompass ALL areas of our lives and cannot be taken away. And, oil and gas activities have a significant impact on human rights.</p> <p>a. Knowledge Checks</p> <ul style="list-style-type: none">i. <Multiple Choice> What is the definition?ii. <Select all correct> Which of the following are all examples of categories?iii. <Multiple Choice> Which of the following are examples of how oil and gas activities affect Human Rights and Communities? <p>4. Conclusion</p> <p>b. Review of main points</p> <ul style="list-style-type: none">i. Human rights are universal and inalienable rights inherent to all human beings.ii. Human rights can be grouped into three different categories.iii. Oil and Gas activities can affect human rights in several ways. <p>c. Thank you</p>
Evaluation Plan	<p>Learners will check their knowledge with the two scenarios and three knowledge checks listed above. User must score at least 80% to receive credit/pass.</p>