

# EDUCATIONAL OFFERINGS

## FACE-TO-FACE

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### » *Title IX: How “Responsible” Am I?*

The goal of this training is to educate Responsible Employees about their responsibilities at the University and the overall importance of reporting and identifying sexual misconduct. This training presents details about the Title IX of the Education Amendment Act of 1972, their role at the university, Title IX-related definitions, as well as the reporting obligations of responsible employees at East Carolina University.

### » *Title IX: On and Off Campus*

The goal of this training is to provide university employees with the knowledge of how to report and identify sexual misconduct and the resources available. This training is a general introduction to Title IX of the Education Amendment Act of 1972 and the role it plays on a campus with all faculty, staff, students and visitors.

### » *Student Employees and Title IX*

This training provides an overview of Title IX of the Education Amendment Act of 1972, for student employees. The goal of this training is to provide them with tools and tips needed to appropriately report and identify sexual misconduct.

### » *Title IX 101 for Responsible Students With Dean of Students Office and Office of Student Rights and Responsibilities*

The session may be catered to suit the needs of any particular group such as Resident Advisors and student members of the Conduct Board. This introductory training provides student groups with a better understanding of Title IX of the Education Amendment Act of 1972 from a federal compliance perspective. The Office for Equity and Diversity collaborates with the Dean of Students Office and the Office of Student Rights and Responsibilities to deliver this unique training.

### » *Creating a Strategic Recruitment and Outreach Plan*

The goal of this training is to educate search committees and hiring authorities about the importance in strategically planning how positions will be advertised to best ensure recruitment and outreach efforts will generate a well-populated, diverse pool of qualified applicants. In this training we will discuss specific strategies to consider as part of a comprehensive recruitment and outreach plan to significantly increase the diversity in the applicant pool. To compete for diverse candidates, search committees must do more than simply issue a job announcement and wait for resumes or curriculum vitas to appear.

### » *Protected Classes: Defined*

The goal of this training is to educate university employees about discrimination and harassment issues related to the protected classes defined in East Carolina University policies. These trainings introduce the basic concepts of the Protected Classes at the federal, state and university levels. These trainings explain how workplace discrimination and harassment can apply to each of the protected classes at East Carolina University which includes: Age, Color, Disability, Genetic Information, National Origin, Political Affiliation, Race/Ethnicity, Religion, Sex, Sexual Orientation and Veteran's Status. The request of this session is unique as it may be catered to suit the needs of any particular group by including in depth explanation of the Protected Classes that need attention.

### » *Equal Employment Opportunity Institute Training (EEOI)*

We offer the mandated Equal Employment Opportunity Institute (EEOI) Level I course for University supervisors and managers. The state-developed training focuses on equal employment opportunity (EEO) laws, workplace harassment and discrimination, as well as issues concerning the value and management of diversity. The goal of this training is to educate supervisors and managers on how to understand and apply employment discrimination laws in management decisions; assess personal biases and understand the effect of prejudice and stereotyping on employment decisions; as well as create an action plan to improve or incorporate employment practices that establish fairness, equity and consistency.

## » *Understanding Harassment and Discrimination in the Workplace*

The goal of this training is to educate employees on how to understand and apply employment discrimination and harassment laws. This 2-hour training introduces many of the basic harassment and discrimination concepts, which includes education about Equal Employment Opportunity (EEO) laws, Protected Classes, workplace discrimination and harassment as well as issues concerning the value and management of diversity.

## » *Unpacking Bias in Personnel Decisions*

The goal of this training is to talk about the natural biases, which have developed over the course of our lifetimes and how to overcome them for the betterment of the University's diverse environment. This training gives participants the opportunity to explore their personal biases and how they may affect their participation in employment, recruitment and tenure decisions. Participants will be given the tools to address their own biases and offer an equitable search process for all applicants.

## » *Discovering Bias in the Workplace*

The goal of this training is to help participants acknowledge existing personal biases and to take action in creating a more harmonious workplace. This training introduces participants to bias, discrimination and harassment in the workplace. Participants will develop tools and resources for responding to bias and discrimination and harassment formally and informally.

## ONLINE

### » *Preventing Discrimination and Sexual Violence*

Our office offers this educational module through Cornerstone to educate the ECU community about sexual assault, sex discrimination, Title IX, Campus SaVE Act and other related terms and regulations. This module is mandatory for all employees to complete every five years.

### » *EPA Search Committee Recruitment and Selection Training*

Members serving on search committees, formed to recruit and select new EPA Employees, are required to complete this training every two years. This training aims to educate and guide search committee members about the rules and regulations in place for a fair and equitable search process.

## » *EEO Laws and Discrimination Prevention*

Discrimination in the workplace can be harmful to our inclusive and welcoming environment at ECU. This educational module is offered through Cornerstone and is designed to provide education about prohibited behavior and discrimination. This is valid for two years and replaces former training offered through emTrain.

## » *Unlawful Harassment Prevention*

Harassment is also seen as prohibited behavior at ECU. This training is provided through Cornerstone to educate the community about why harassment compromises the community and how you can protect yourself from such behavior. This is valid for two years and replaces former training offered through emTrain.

## DIVERSITY Education Collective OFFICE FOR EQUITY & DIVERSITY

Diversity Education Collective (DEC), offered by the Office for Equity and Diversity at ECU, will consist of a variety of training offerings. The trainings facilitated through the DEC will educate ECU Community members about different behaviors that may be harmful to the positive and inclusive workplace environment. DEC is a cross-campus collective of professionals working to educate the ECU Community about diversity, communication and conflict.

## » *Bridging Our Cultural Differences*

The first training to be offered through the DEC is "Bridging Our Cultural Differences." This training will provide participants with the opportunity to explore the depth of their biases, cultural differences and communication barriers that could create conflicts in the workplace. Participants will practice skills acquired from the training and learn how to use these new skills to create a more harmonious workplace environment.

"Bridging Our Cultural Differences" and future offerings through the DEC joins the list of training sessions already available for request from the Office for Equity and Diversity.