

Sexual Harassment and Civil Rights Training

1. Why?

- Currently this training is offered by OEO through EOD (HR)- but few attend
- It protects the University- 1998 Supreme Court decision created an affirmative defense in some harassment cases based on employer showing that they provided training for prevention and correction of sexual harassment
- Many states are passing legislation mandating this training due to large financial settlements (California 2004)
- State of New Mexico issued regulation effective July 1, 2007 that requires annual training on employment-related civil rights issues
- It makes sense- UNM has a 15-18% turnover rate (900-1000) new employees every year- many do not have this training. We need to protect our students, faculty, and staff members

2. How?

- Proposal to offer on-line training
 - i. Can be taken at anytime- between classes, at home, etc.
 - ii. Training has supervisory, non-supervisory, faculty, and student versions
 - iii. Used by over 400 institutions of higher ed

3. What?

- Request Faculty Senate support to offer this training to new and current UNM employees
- Ensure that everyone goes through course within the next year

Thank you,

Art Gonzales
Director, Office of Equal Opportunity