

OIE Training & Education Offerings

OIE delivers state-mandated diversity and sexual harassment prevention trainings to all employees across UConn and UConn Health. OIE also facilitates the University-mandated search committee training required for all Storrs and Regional campus employees serving on a search committee. Finally, OIE is a central component of the University's Management Support and Development Program offered to newly hired and promoted managers at the Storrs and Regional campuses.

In addition to these mandatory employee-facing programs, OIE also offers an array of customizable trainings and workshops for students, staff, and faculty across the University. In order to meet the unique needs of each requesting constituency, OIE staff generally conduct pre-training consultations that enable the construction of culturally accessible content. Trainings can be requested using an online form on OIE's website: <https://equity.uconn.edu/oie-educational-training-program-request/>

Mandatory Employee Trainings

Diversity Awareness Training

This three-hour training provides strategies for fostering a diverse and inclusive working environment and standards for working with and serving persons from diverse populations. Additionally, it covers policies and federal and state statutory provisions concerning discrimination and related topics, as well as remedies and resources available to community members impacted by discrimination. All University employees who work more than twenty hours per week are required by state statute to complete this training within 6 months of beginning employment.

Sexual Harassment Prevention Training

This two-hour training provides information and strategies for fostering a safe and respectful work environment. Additionally, it covers policies and federal and state statutory provisions concerning sexual harassment, as well as remedies and resources available to impacted community members. All University employees (including staff and faculty, graduate assistants, adjunct faculty, special payroll employees), regardless of number of hours worked, are required by state statute to complete this training within 6 months of beginning employment.

Search Committee Training

This two-hour training is required for all search committee members prior to serving on a committee. The Office of Institutional Equity (OIE), in partnership with the Office for Diversity and Inclusion (ODI) co-facilitate in-person training, providing information about Affirmative Action/Equal Employment Opportunity compliance, search process steps and implicit bias in the search and hire process. An online module is available as an alternative to in-person training, and fulfills the training requirement.

Management Support & Development Training

This all-day training is offered by OIE in conjunction with HR and the Office of Compliance. It is intended to be provided to all managers within six months of hire or promotion to management. The OIE portions focus on managing a civil workplace, as well as building skills for managers to ensure both prevention and appropriate response to workplace discrimination and harassment. Please note that due to Covid, this training is currently paused until normal operations are resumed.

By Request Employee Trainings Offered by OIE

Title IX: Responsible Employee Reporting

This presentation focuses on Title IX as it relates to Responsible Employee reporting obligations. Pursuant to University Policy, virtually all staff and faculty are required to report information they receive from students about sexual assault, intimate partner violence, and stalking. Participants will develop necessary skills to respond to student disclosures with care, compassion, and transparency.

Discrimination & Discriminatory Harassment: Policies, Reporting, and Resources

This presentation introduces participants to: University Policy and procedures pertaining to protected class (e.g. race, ethnicity, national origin, sexual orientation, physical or mental disabilities, etc.) discrimination and discriminatory harassment; reporting options; and campus resources. This training is most frequently provided to individual departments upon request.

Disability Access and Accommodation

This training is designed to increase awareness and understanding of disability access and responsibilities at the University. This training, like all OIE trainings, can be tailored to meet the needs of the requesting group, and generally includes an overview of federal disability laws and University Policies related to accessibility along with the rights and responsibilities of students, staff, and faculty to ensure equal educational and employment opportunity and full participation for persons with disabilities. Information on the following topics are often included as part of the training: accommodation procedures, service and emotional support animals, video captioning, interpreting services, event planning, website accessibility and physical access. OIE may partner with other departments, including the Center for Students with Disabilities (CSD), Department of Human Resources (HR) or Information and Technology Services (ITS) to provide a more focused training or discussion on a specific accessibility topic.

Managing a Respectful and Harassment Free Workplace (UCH)

This three-hour training focuses on providing managers at UCH with the tools they need to manage a civil, respectful and harassment-free workplace, with a focus on sexual harassment prevention and response. This training is paused as of Summer 2020 due to Covid and OIE's launch of online sexual harassment prevention training for all employees that includes overlapping content. HR and OIE are in discussions to offer this training in the future for managers as a two-hour module focusing on civility and all forms of discriminatory harassment, with an emphasis on case studies, role play, and active skill building.

Mandatory Student-Facing Programs

Not Anymore Online Training

OIE manages the administration of this video-based interpersonal violence prevention e-course that provides critical information about consent, sexual assault, intimate partner violence, stalking, and bystander intervention, required of all incoming graduate students at the Law School and the Schools of Medicine and Dental Medicine at UCH.

By Request Student Trainings Offered by OIE

Title IX: Policies, Reporting, and Resources

This presentation introduces students to: the significance of Title IX; University Policy and procedures pertaining to sex and gender-based discrimination, sexual harassment, and related interpersonal violence; reporting options; and on- and off-campus resources. This training is most frequently provided to student organizations and student leaders, particularly within the Office of Fraternity and Sorority Development, and the Division of Athletics.

Title IX: Student Responsible Employee Reporting

This presentation focuses on Title IX as it relates to the reporting obligations of select student employees. Student employees who are designated Responsible Employees under the Policy Against Discrimination, Harassment, and Related Interpersonal Violence (RAs) or whose supervisors have designated them, by virtue of their roles, will develop necessary skills to respond to disclosures with care, compassion, and transparency.

History of Title IX

This presentation offers detailed information about the scope and evolution of the federal civil rights law, as well as its limitations, from its origin to present day application.

Title IX & Intersections of Identity

While Title IX exists to protect against sex and gender-based discrimination and harassment, acts of sex and gender-based discrimination and harassment often gain meaning from a variety of intersecting social identities (e.g. race, national origin, sexual orientation, dis/ability, etc.) This presentation invites participants to consider how intersections of gender and other social identities may impact experiences of harm and help-seeking.

Discrimination & Discriminatory Harassment: Policies, Reporting, and Resources

This presentation introduces students to: University Policy and procedures pertaining to protected class (e.g. race, ethnicity, national origin, sexual orientation, physical or mental disabilities, etc.) discrimination and discriminatory harassment; reporting options; and campus resources.