Employee Messaging & Training Timeline

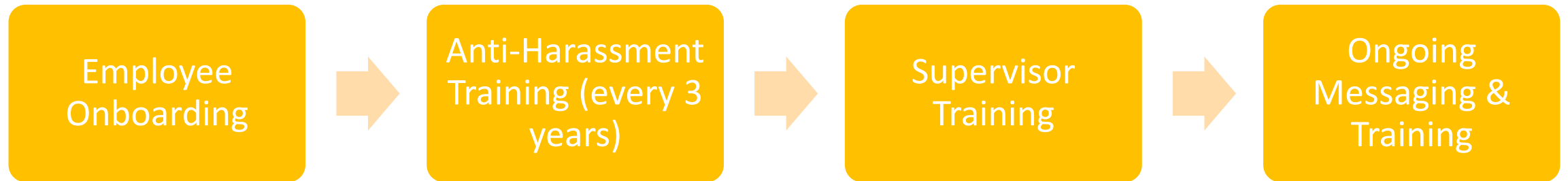Employee Onboarding → Anti-Harassment Training (every 3 years) → Supervisor Training → Ongoing Messaging & Training

Employee Messaging & Training Timeline

Employee Onboarding

Anti-Violence Plan: Exploring opportunities to add sexual harassment prevention content in faculty and staff on-boarding process

Partners: Learning & Development

Human Resources onboarding website and resources

Employee Messaging & Training Timeline

Anti-Harassment Training (every 3 years)

Anti-Violence Plan: Implementing modules on responding to disclosures as part of new employee sexual harassment training

Partners: Equal Opportunity & Diversity; RVAP; OSMRC

Employee Messaging & Training Timeline

Supervisor Training

Anti-Violence Plan:

Exploring opportunities to assist supervisors in maintaining respectful environments by providing training on intervening quickly in response to sexist and crude comments in the workplace

Implementing modules on responding to disclosures as part of new employee sexual harassment training

Partners: Learning & Development; Pomerantz Career Center; Equal Opportunity & Diversity

Anti-Harassment Training for Supervisors/AAO's (required) *(Prevention/Education; Intervention; Policy)*

Required Supervisor Training (in discussion) *(Prevention/Education; Intervention; Policy)*

Supervising Today's Students (in discussion) *(Prevention/Education; Intervention)*

Advanced Management Series (scenario included) *(Intervention)*

Employee Messaging & Training Timeline

Ongoing Messaging & Training

Anti-Violence Plan: Expanding messaging campaigns across campus, coordinated through the Campus Education Subcommittee

Partners: Diversity Resources Team; RVAP; Campus Education Subcommittee; Equal Opportunity & Diversity

BUILD courses related to interpersonal violence, creating safe and respectful environments, etc. *(Prevention/Education)*

Responding to Disclosures workshop *(Intervention)*

Passive programming: Annual policy notifications *(Policy);* Messaging campaigns *(Prevention/Education)*