



## Equal Opportunity and Title IX Trainings

### We are here to help!

The Equal Opportunity & Title IX Office offers a variety of customized on-campus or virtual training sessions that cater to both students and employees. These training sessions are designed to cover UND policies and procedures and discuss broader equal opportunity topics. Additionally, the office offers the flexibility to adjust session length to fit scheduling needs. To request a training for your group, please email [beth.valentine@und.edu](mailto:beth.valentine@und.edu) with "Training Request" in the subject line.

### Title IX and Sexual Misconduct Policy Compliance (Employees; 30 minutes)

The live University of North Dakota Title IX training session is an interactive alternative to the mandatory online Title IX compliance training hosted in the Vector Solutions Learning Management System (LMS). This training is designed to provide participants with an overview of Title IX, UND's Sexual Misconduct Policies, and the roles and responsibilities of individuals within the University community.

### Introduction to Equal Opportunity & Title IX (Students; 30 minutes)

This training will introduce new and current students to the Equal Opportunity & Title IX Office. It will address what services the office provides, summarize UND's Discrimination and Harassment Policy and Sexual Misconduct Policies, explain how UND responds to reports of misconduct, identify on-campus resources, and provide information on how to request accommodations.

### Introduction to Equal Opportunity & Title IX (Employees and GTAs; 45 minutes)

This training will introduce new and current employees to the Equal Opportunity & Title IX Office. It will address what services the office provides, summarize UND's Discrimination and Harassment Policy and Sexual Misconduct Policies, explain how UND responds to reports of misconduct, identify on-campus resources, and provide information on how to request accommodations. It will also address employee-specific reporting obligations (including reporting obligations for graduate teaching assistants), how to support students who have experienced misconduct or who require an accommodation, and responsibilities under UND's consensual relationship policy.

### Fostering a More Equitable Workplace: Policies and Effective Practices (1-1.5 hours)

This session will focus on how to take an equity-minded approach in our workplaces through speaker presentation, discussion, and scenario-based exercises. Participants will learn about the relationship among diversity, equity, and inclusion; explore examples of non-inclusive behavior; identify some equity-best practices for the workplace; and apply these practices to specific scenarios. They will walk away with a better understanding of how to implement simple but effective equity-focused practices for their situation.

### Bystander Intervention (1 hr)

Recommended as a follow-up to "Fostering a More Equitable Workplace," this training will discuss how to respond to microaggressions and other instances of harassment or discrimination using established bystander intervention techniques. Participants will then apply these techniques to practice cases, practicing how they would respond. If not all participants have attended that training, this training can be extended by 30 minutes to provide that additional background.



## **Accessibility Best Practices (Introductory level, 1 hr)**

This session will provide concrete tips and strategies to make your events and content more accessible. After briefly defining accessibility and its importance, this session will cover ways to improve accessibility in: meetings/gatherings; Microsoft Word Documents and PowerPoints; PDFs; recorded videos; and websites. Attendees will have access to resources and checklists to use outside of the training when creating content. This session assumes an introductory level or higher proficiency with Microsoft Office and Adobe but is not targeted towards those with expertise in accessibility.

## **Discrimination and Harassment in the Workplace for New Professionals (Students; 45 minutes)**

This training is geared towards graduating students who are entering the workforce. It will address some of the legal protections they have against discrimination and harassment in most workplaces as well as provide resources on how to report workplace discrimination and harassment. This training can be paired with the Bystander Intervention Training (or a shortened form of that training) to provide upcoming graduates will additional skills responding to discriminatory conduct in the workplace.

## **Discrimination and Harassment in the “Workplace” for Interns, Residents, and other Students (Students; 30 minutes)**

This training is geared towards students who will be attending educational opportunities in workplaces outside of UND, such as clinicals or internships. It will address resources, protections, and support they have as UND students when engaged in a UND-sponsored educational activity – even if that activity occurs off campus. This training can be paired with the Bystander Intervention Training (or a shortened form of that training) to provide students will additional skills on how to respond to discriminatory conduct in the workplace.