Employee Messaging & Training Timeline

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