

# Syracuse University

Equal Opportunity, Inclusion and Resolution Services

Course Selections

2017 - 2018

## Online training available for staff and faculty

### **Bridges: Building a supportive community**

#### **Course Description**

LawRoom developed Bridges: Building a Supportive Community to help colleges and universities comply with staff and faculty education requirements relating to sexual misconduct under Title IX of the Education Amendments Act of 1972 and Section 304(a)(5) of the Violence Against Women Reauthorization Act of 2013 (known as the "Campus SaVE Act").

**Audience:** all staff and faculty

**Duration:** 60 min

### **Bridges: Taking Action**

#### **Course Description**

By concentrating learner engagement around the practical application of content from the original Bridges course, this course seeks to codify prescriptive behaviors related to recognizing, responding to, and reporting sexual misconduct.

**Audience:** all staff and faculty

**Duration:** 20-30m

### **Managing Bias (New - 2016)**

#### **Course Description**

Bias is very common in the workplace, which can create an unhealthy work environment when left unchecked. This course defines a complex topic in easy-to-understand terms and provides research-backed tools to manage bias in the workplace.

**Audience:** all staff and faculty

**Duration:** 20 min

### **Code of Conduct: Workplace Conduct (New - 2016)**

#### **Course Description**

Provides a short but powerful message that the organization's code of conduct requires all staff and faculty to foster and maintain a workplace culture where everyone can reach their full potential.

**Audience:** all staff and faculty

**Duration:** 10 min

## **Touchstone: Tools for an Ethical Workplace**

### **Course Description**

Using interactive scenarios, high quality graphics, and rich media presentations, Touchstone helps staff and faculty make better decisions by providing insight into competing pressures affecting daily decisions and practice overcoming the obstacles to doing what is right.

**Audience:** all staff and faculty

**Duration:** 45 min

## **Avoid Workplace Retaliation**

### **Course Description**

Everyday, managers are responsible for maintaining a productive workplace and disciplining tardy, troublesome, and insubordinate workers. Unfortunately, a manager's natural reaction to a problem staff member may unintentionally result in "illegal retaliation" and expose the company to a multi-million dollar lawsuit.

This course is designed to give managers the tools to avoid personnel decisions that can result in illegal retaliation. Besides encouraging a more productive workplace and increasing your company's legal compliance, this training will prevent incidents of illegal retaliation and reduce the potential for retaliation claims.

**Audience:** managers and anyone with supervisory responsibilities

**Duration:** 60 min

## **Diversity: Inclusion in the Modern Workplace (EDU)**

### **Course Description**

A diverse campus must also be inclusive. By focusing on key concepts that shape our world and inform our shared values and experiences, this course explores the nature of diversity and provides practical strategies for workplace inclusion.

**Audience:** all staff and faculty

**Duration:** 30-45 min

## **Accommodating Disabilities (EDU-US) (New - 2016)**

### **Course Description**

This course covers the fundamentals of federal disability discrimination law, explaining legal requirements in easy-to-understand terms and using interactions that are based on real cases to reinforce learning objectives.

**Audience:** all staff and faculty

**Duration:** 45 min

## In-Person Workshops for staff, faculty & students

### Respectful Workplace (New Employee Orientation Topics)

#### Course Description

An introduction to Syracuse University's policies surrounding harassment, discrimination and sexual misconduct. Topics include cultivating a culture of respect, understanding and preventing discrimination and sexual harassment, Title IX and being a "responsible employee" and campus access and workplace accommodations.

**Audience:** all staff & faculty

**Duration:** 45 min

### Title IX – Understanding and Preventing Sexual & Relationship Violence (Enough is Enough)

#### Course Description

Primarily focused on student education, this class provides background on Title IX and the laws surrounding preventing sexual and relationship violence. Topics include: SU Policy and Law / Title IX, Affirmative Consent, Understanding resources: confidential vs private, Reporting to the Title IX Coordinator, Amnesty Policy, Resolution process options.

**Audience:** students

**Duration:** 90 min

### Being a Responsible Employee under Title IX

#### Course Description

What steps should staff and faculty take if they receive a report of sexual misconduct? This class provides specific steps that faculty and staff must take to ensure student support and to satisfy Syracuse University reporting requirements.

**Audience:** all staff and faculty

**Duration:** 30 min or 60 min

### Diversity—the Value of Variety

#### Course Description

Celebrating diversity is celebrating variety. This session will explore why variety is valuable to an organization like ours, barriers to embracing diversity, and what we can do to promote a culture of caring, inclusion and understanding in our community. Attendees will be expected to participate in exercises and discussions around barriers to diversity and the value of a diverse institution, and will also engage in discourse regarding privilege.

**Audience:** all staff and faculty

**Duration:** 60-90 min

## **Managing Bias**

### **Course Description**

We all have biases. This session will explore bias in our everyday thoughts, bias in the workplace, how biases contribute to micro-aggressions, and what to do to prevent micro-aggressions and minimize the effects of bias in our own actions and in our community. Attendees will participate in activities to help recognize their own biases and engage in conversations to discuss how micro-aggressions can be prevented by recognizing biases that exist.

**Audience:** all staff and faculty

**Duration:** 90 min

## **Culture and Communication**

### **Course Description**

Have you ever felt challenged when trying to effectively communicate with others? This interactive session will explore identifying barriers and overcoming difficulties in communications when cultural understandings are different. Attendees will play an interactive game that will help in exploring these themes.

**Audience:** all staff and faculty

**Duration:** 60 min