

## **DISCRIMINATION AND HARASSMENT TRAINING REQUIREMENTS FOR EMPLOYEES**

All District employees shall receive discrimination and harassment training. Employees should receive training in the following areas:

- Receiving and reporting discrimination and/or harassment complaints, including when to report (knew or should have known standard) and whom to report to;
- Information about how to prevent and identify discrimination and harassment, including sexual violence and same-sex sexual violence;
- The behaviors that may lead to or result in sexual violence;
- The attitudes of bystanders that may allow discriminatory and/or harassing conduct to continue;
- The potential for re-victimization by responders and its effect on students;
- The appropriate methods for responding to a student who may have experienced discrimination and/or harassment, including sexual violence. Training should include the use of nonjudgmental language;
- The impact of trauma on victims; and, as applicable, the person(s) to whom such misconduct must be reported;
- The importance of informing complainants of the reporting obligations of responsible employees;
- Complainants' option to request confidentiality;
- Available confidential advocacy, counseling, or other support services; and
- Complainants' right to file a Title IX complaint with the school and to report a crime to local law enforcement.

In addition, the Title IX Coordinator, investigator, decision-makers, and persons who facilitate the informal resolution procedure for alleged sexual harassment prohibited by Title IX, shall receive training. This training must include:

1. The definition of sexual harassment contained in Title IX and associated regulations;
2. How to identify conduct that may constitute sexual harassment;
3. The scope of the District's education program or activity so that the District may accurately identify situations that require a response under Title IX;
4. How to conduct an investigation and grievance process including appeals and informal resolution processes, as applicable;
5. How to make relevancy determinations, as applicable; and
6. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, or bias.