

## **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, decisionmakers, 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.