CURRENT LIST OF TRAINING WORKSHOPS

**Recognizing and Preventing Harassment and Discrimination: The Basics**
This training session is designed to educate participants about the various protected classes, federal and state anti-discrimination/anti-harassment laws and the University's EEO policies and procedures. The session will involve interactive case studies to reinforce concepts and assess participants' ability to recognize impermissible workplace discrimination. This workshop will also incorporate specific TBR Guideline P-080 requirements.

Who should attend:  All employees

**Retaliation: What It Is and How to Avoid It**
This workshop will focus on how participants can reduce the likelihood of having a retaliation complaint filed against them. Because retaliation complaints remain in the top three bases of complaints filed with the EEOC, it is important to equip employees with the skills to avoid the perception of retaliation in the workplace. This workshop will combine brief lecturetes and interactive case studies to demonstrate the dynamics of retaliation claims.

Who should attend:  All employees

**Introduction to Diversity**
This workshop is an introduction to diversity issues and is designed to raise participants' awareness of the many dimensions of diversity. Participants will examine how personal culture shapes people's values, assumptions and behaviors. Participants will also learn how their interactions with one another can be hindered by a lack of understanding and interpersonal skills. This workshop will be a prerequisite to the Building Cultural Competence session.

Who should attend:  All employees

**Building Cultural Competence**
This workshop is an intermediate level workshop designed to give participants the skills necessary to work together in diverse environments. The objectives of this workshop include increasing awareness of one’s own biases, building specific professional skills in diversity, and expanding one’s knowledge and competence to work effectively in a multicultural environment. Interactive group activities will be instrumental in facilitating team building.

Who should attend:  All employees who have completed Introduction to Diversity
**Workplace Bullying: A Manager's Guide to Recognizing and Eliminating Workplace Bullying**

This workshop is co-facilitated with the Office of Human Resources and is intended to equip supervisors and managers with the tools necessary to recognize the subtle forms of workplace bullying before the situation escalates into a formal grievance, lowered productivity or increased turnover. Participants in this workshop will learn effective communication, coaching skills, and maintaining a respectful and professional relationship with the parties involved.

Who should attend: Supervisors and Managers

**Diversity and EEO: Bridging the Gap**

This workshop is intended for supervisors and managers and designed to assist them with the implementation of equitable and effective recruitment and hiring techniques. The workshop will apply the values of diversity and cultural competency to the policies and procedures involved in the hiring process to increase the college's ability to hire the best qualified individuals for the job. Introduction to Diversity is a prerequisite to this workshop.

Who should attend: Supervisors and Managers

**Microaggressions: Adding Insult to Injury** – This workshop is intended for anyone wishing to expand their knowledge of how the “isms” show up in everyday interactions with people of color, women and other minority groups. The workshop will explore issues such as aversive racism and implicit bias and give participants a plan of action to recognize and combat microaggressions when they arise.

Who should attend: All employees

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All workshops are scheduled subject to participant interest. Workshops may be canceled due to low enrollment.