

**DISCRIMINATION AND HARRASSMENT TRAINING REQUIREMENTS  
FOREMPLOYEES**

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).
- Information about how to prevent and identify discrimination and harassment, including sexual violence and same-sex sexual violence
- The behaviors that may lead to and 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
- Complainants' right to file a Title IX complaint with the school and to report a crime to local law enforcement.