Mandatory Harassment Training

First my apologies for the implementation of the short notice with respect to the mandatory UMKC Harassment training for all non-compensated lecturer appointments. The University has determined all high school instructors be considered as UMKC courtesy appointments and these appointments must adhere to the same training as all other faculty and staff of the UM system. Many high school individuals did express concern as to why another harassment training was necessary as districts were in already in compliance. Visit the following link for instructions on taking the course: www.umsystem.edu/ums/hr/harassment_training. If you have any issues accessing or viewing the course, please contact the Human Resources Service Center at 816.235.5818.

Based upon the following excerpt from the Human Resources Manager all HSCP instructors will need to complete this training prior to December 5, 2014.

What happens if I completed harassment training at another employer?

All employees and individuals with courtesy appointments are required to complete Harassment training offered by the University of Missouri even if they have completed harassment training at another employer. This is required for several reasons.

• Although training an individual with a courtesy appointment received at another employer may cover many similar points, there can be important differences. Not all employers face the same considerations in developing their training. For example, the University’s training must address issues related to the educational setting, such as interactions with students.

• The University also is subject to laws, such as Title IX, that may not apply to other employers.

• The University has its own unique rules that are important for all members of the University community to understand. These include additional protected categories, reporting requirements for sexual harassment, and procedures for dealing with harassment concerns.

The University’s training has been tailored to address the University’s specific context and needs by subject matter experts.

Individuals with courtesy appointments are valued members of the University community who serve an important role in representing the University and carrying out its mission. It is crucial that they understand and uphold the standards and rules of our community.