Compliance, Diversity and Ethics Training Policy
Effective February 2018

All George Mason University (Mason) employees, defined as anyone who receives a paycheck from Mason, is required to complete three CDE trainings: Title IX Overview and Sexual Harassment Prevention, Equal Opportunity: A Fair Shake and Ethics.

NEW EMPLOYEES
All Mason NEW HIRES are required to complete these trainings within their first 30 days of employment:

1. Title IX Overview and Sexual Harassment Prevention (In-Person training)
2. Equal Opportunity: A Fair Shake* (In-Person training)
3. Ethics (Online or In-Person training)

*The Equal Opportunity: A Fair Shake is part of Mason’s new employee Classified Staff or Administrative Professional Faculty Orientation.

ALL EMPLOYEES
All Mason employees are required to complete one ANNUAL AND two BIENNIAL trainings on a pre-set scheduled basis:

Annual Training and Schedule
1. Title IX Overview and Sexual Harassment Prevention (Year 1: In-Person, Year 2: Online; repeat)

Biennial Training and Schedule
2. Equal Opportunity: A Fair Shake (Year 1: Online or In-Person, Year 3: Online or In-Person; repeat)
3. Ethics (Year 1: Online or In-Person, Year 3: Online or In-Person; repeat)*

* Departments or units may require their employees to take Ethics training more frequently depending on the employees’ responsibilities.

ONLINE TRAINING PROGRAM
The Online Training program can be found at https://el.lawroom.com/shib/georgemu. Please note that some of these trainings correspond to an In-Person training:

418: Bridges: Building a Supportive Community (substitutes for Title IX Overview and SH Prevention training)
101: Intersections: Preventing Discrimination and Harassment (substitutes for Equal Opportunity: A Fair Shake training)
127: Tools for an Ethical Workplace (substitutes for Ethics training)
419: Managing Bias (optional)
109: Diversity: Inclusion in the Modern Workplace (optional)

Adjunct Faculty and employees who work remotely may satisfy the In-Person training requirement with a corresponding Online training.

IN-PERSON TRAINING
All employees may elect to attend an In-person training session in place of an Online training session at any time.

The In-Person Training Schedule can be found at https://diversity.gmu.edu/training-schedule.