**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 In-Person or Online within their first 30 days of employment.

*1.  Title IX Overview and Sexual Harassment Prevention*

*2.  Equal Opportunity: A Fair Shake*\*

3. *Ethics*

\*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:

**Annual Training**

1. *Title IX Overview and Sexual Harassment Prevention* (In-Person or Online)

**Biennial Training**

1. *Equal Opportunity: A Fair Shake* (In-Person or Online)
2. *Ethics* (In-Person or Online)\*

\* 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 masonleaps.gmu.edu.

**Bridges: Building a Supportive Community** (*substitutes for Title IX Overview and SH Prevention training)*

**Intersections: Preventing Discrimination and Harassment** (*substitutes for Equal Opportunity: A Fair Shake training*)

**Tools for an Ethical Workplace** *(substitutes for Ethics training)*

**Managing Bias** (optional)

**Diversity: Inclusion in the Modern Workplace** (optional)

**IN-PERSON TRAINING**

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

Updated September 2019