

STAC Recommendations for Diversity and Unlawful Discrimination Training

Listed below is an outline that contains the minimum criteria of topics for a uniformed statewide *Diversity and Unlawful Discrimination Training Session*. Additional related topics may be added to suit your agencies' training for a more specific or detailed training session.

Topics to be included in the training:

1. History/Background

- a. Federal laws
 - i. Title VII of the Civil Rights Act of 1964 (race, color, national origin, gender/sex, or religion)
 - ii. Age Discrimination in Employment Act of 1967 (age)
 - iii. Pregnancy Discrimination Act (pregnancy)
 - iv. Americans with Disabilities Act of 1990 (disability)
 - v. ADA Amendment of 2008
 - vi. Lily Ledbetter Fair Pay Act (equal pay)
 - vii. USERRA (veteran status)
 - viii. Civil Rights Act of 1991(right to trial by jury on discrimination claims)
- b. State laws
 - i. Chapter 213 RSMo (Missouri Human Rights Act)
 - ii. Title 8 Code of State Regulations, Div 60, 2003 (Guidelines and Interpretations of Employment Anti-Discrimination Laws)
 - iii. Governor's Executive Order 94-03
- c. Enforcement agencies
 - i. EEOC
 - ii. MCHR
- d. Court Cases
 - i. Meritor Savings Bank v. Vinson (made sexual harassment in the workplace illegal)
 - ii. Oncale v. Sundowner Offshore Services (defined same-sex sexual harassment)
 - iii. Faragher v. City of Boca Raton (vicarious liability)
 - iv. Burlington Industries v. Ellerth (vicarious liability)
 1. Optional
 - a. Fisher v. San Pedro Peninsula Hospital (third party)
 - b. Alhalabi v. Missouri Dept. of Natural Resources, 2009 (hostile work environment)

2. Definitions

- a. Affirmative Action
- b. Affirmative Defense
- c. Discrimination

- d. Harassment
- e. Hostile Work Environment
- f. Reasonable Accommodation
 - i. Disability
 - ii. Religious
- g. Reasonable Person Standard
- h. Retaliation
- i. Severe and pervasive conduct
- j. Sexual Harassment
 - i. Quid Pro Quo
 - ii. Hostile Work Environment
- k. Tangible Employment Action
- l. Vicarious Liability

3. Types of Sexual Harassment

- a. Verbal
- b. Nonverbal
- c. Physical
- d. Third Party

4. Supervisor's Responsibilities

- a. Reporting and Documentation
- b. Know policies
- c. Maintaining a work environment free of sexual harassment

5. Employee's Responsibilities

- a. Communication
- b. Reporting Guidelines
- c. Know policies

6. Review of Department Sexual Harassment Policy

7. Define Diversity (global definition)

8. Respecting differences in the workplace

9. Diversity Concepts

- a. Stereotype
- b. Prejudice
- c. Discrimination
- d. Racism
- e. Bigotry