



STATE OF MISSOURI

STATE TRAINING ADVISORY COUNCIL 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 address the agency's need/requirement for a more specific or detailed training session.

Topics to be included in the training:

- **History/Background**

- Federal Laws

- [Title VII of the Civil Rights Act of 1964 \(race, color, national origin, gender/sex, or religion\)](#)
- [Age Discrimination in Employment Act of 1967 \(age\)](#)
- [Pregnancy Discrimination Act of 1978](#)
- [ADA Amendment of 2008](#)
- [Equal Pay Act of 1963](#)
- [Lily Ledbetter Fair Pay Act \(equal pay\)](#)
- [USERRA \(veteran status\)](#)
- [Civil Rights Act of 1991 \(right to trial by jury on discrimination claims\)](#)
- [GINA \(Title II of the Genetic Information Nondiscrimination Act of 2008\)](#)
- [Break Time for Nursing Mothers Provision \(Section 7\(r\), FLSA\)](#)
- Harassment
- Sexual Harassment
- Retaliation

- State Laws

- [Chapter 213, RSMo \(Missouri Human Rights Act\)](#)
- [Title 8, Code of State Regulations, Div 60, 2003 \(Guidelines and Interpretations of Employment Anti-Discrimination Laws\)](#)
- [Governor's Executive Order 10-24](#)
- [Governor's Executive Order 16-04](#)
- [Governor's Executive Order 17-09](#)

- Enforcement Agencies

- [EEOC](#)
- [MCHR](#)

- Court Cases

- *Meritor Savings Bank v. Vinson*, 1986 (made sexual harassment in the workplace illegal)
- *Oncale v. Sundowner Offshore Services*, 1998 (defined same-sex sexual harassment)
- *Faragher v. City of Boca Raton*, 1998 (vicarious liability)
- *Burlington Industries v. Ellerth*, 1998 (vicarious liability)
- *Alhalabi v. Missouri Department of Natural Resources*, 2009 (hostile work environment)
- *Macy v. Holder*, 2012 (gender identity)

- Definitions
 - Affirmative Defense
 - Discrimination
 - Disparate Treatment and Disparate Impact
 - Harassment
 - Hostile Work Environment
 - Protected Categories
 - Disability
 - Religious
 - Reasonable Accommodation
 - Disability
 - Religious
 - Reasonable Person Standard
 - Retaliation
 - Severe and Pervasive Conduct
 - Sexual Harassment
 - Quid Pro Quo
 - Hostile Work Environment
 - Tangible Employment Action
 - Vicarious Liability
 - Workforce Diversity Plan
- Types of Sexual Harassment
 - Verbal
 - Nonverbal
 - Physical
 - Third Party
- Supervisor's Responsibilities
 - Reporting and Documentation
 - Know Policies
 - Maintaining a work environment free of sexual harassment
- Employee's Responsibilities
 - Communication
 - Reporting Guidelines
 - Know Policies
- Review of Department Sexual Harassment Policy
- Define Diversity
- Respecting Differences in the Workplace
- Diversity Concepts
 - Stereotype
 - Prejudice
 - Discrimination
 - Racism
 - Bigotry
 - Inclusion
 - Bias
 - Unconscious bias
 - Culture
 - Cultural Appropriation