



DIVERSITY AND INCLUSION

ONLINE TRAINING AND OTHER RESOURCES

The following online training modules are available to College employees via the TEC system. To register on the TEC site, go to the Learning tab and click “Browse for Training.”

Faculty Service Credits and Stipend Eligible Units (SEU) for adjunct faculty are available for completing the following trainings.

Earn 300 Wellness Points for completing **both** Unconscious Bias and Employee Essentials trainings.

Diversity & Inclusion: Civility in the Workplace

Get a general understanding of professional, unbiased conduct as it relates to the Tri-C mission. Learn when and how management, actions and performance are governed by College policy and law, along with when and how to address workplace issues including bullying behavior and sexual harassment. Browse for each of the following seven (7) training modules separately.

Diversity & Inclusion: Unconscious Bias and You

This course features interactive modules and scenarios to help you discover your own unconscious bias, with the goal of combating negative thought processes and stereotypes. By screening out bias and thinking more objectively, you can open yourself up to new people and experiences and learn to treat others more fairly through teamwork, respect and inclusion.

Eligible to receive one (1) Service Credit for the completion of these two trainings** (combined).

Eligible to receive one (1) SEU for the completion of these two trainings** (combined).

***Civility in the Workplace and Unconscious Bias and You.*

Diversity & Inclusion: Employee Essentials

This library of individual modules covers various diversity-related topics such as culture, disability awareness, gender intelligence, generational distinctions, micro-messages, communication styles, religion and faith, and veteran status. Real-world scenarios, tips and techniques and downloadable checklists help to strengthen your abilities in each area.

Eligible to receive one (1) Service Credit and two (2) SEUs for the completion of this training.

Civility Online (Faculty Only)

This course addresses five topics commonly associated with civility in the workplace: appropriate classroom and workplace behaviors, communication, conflict management, effective listening and protection against retaliation.

Safe Zone Training

A Safe Zone is a space where everyone is listened to and respected, regardless of sexual orientation/ gender identity or expression. Learn about issues of concern for students of all orientations, identities and expressions. Explore ways to integrate sexual orientation into curriculum and how to discuss this often difficult topic with students and peers. Participants may also choose to become certified as a Safe Zone Ally.

Eligible to receive one (1) Service Credit and one (1) SEU for the completion of this training.

Title IX Training

What are the College’s Title IX and sexual harassment policies? What does it mean to be a responsible employee? Join us as we address these questions as well as your role in creating a safe and secure environment for faculty, staff and students.



DIVERSITY AND INCLUSION

ONLINE TRAINING AND OTHER RESOURCES

OTHER RESOURCES

Title IX Resources

- [Sexual Harassment Brochure](#)
- [Title IX Rack Card \(Student/Student\)](#)
- [Title IX Rack Card \(Student/Employee\)](#)
- [Title IX and Better Than That video](#)
- Title IX Community Builders Training (*by request*)

Memorandum of Understanding with Cleveland Rape Crisis Center (CRCC)

- Provide therapeutic services at all four campuses for students, faculty or staff seeking confidential support relating to or arising from sexual violence
- Crisis intervention services including a 24-hour anonymous hotline; 24-hour face-to-face response for victims at the College's Police Department and/or a hospital seeking evidence collection; and follow-up support and interaction with the victim through the justice system
- Confidential support, education and crisis intervention to any student, faculty or staff member upon request
- Dedicated victim specialist to assist student victims/complainants through on-campus judicial process
- Training programs for key stakeholders

Stay tuned for more information about our partnership with CRCC.

Sustained Dialogue

The [Sustained Dialogue Campus Network](#) creates safe spaces on college campuses to address divisive issues, transforming relationships to create change on campus and equip the next generation of leaders with tools to apply in their workplaces and communities.

To participate in Sustained Dialogue at Tri-C, contact Tyler Olson at 216-987-2582 or tyler.olson@tri-c.edu. For more information, visit www.tri-c.edu/sustained-dialogue.

Celebrating Diversity Speaker Series

The Celebrating Diversity Speaker Series brings attention to diverse topics and cultural issues, educating and enlightening faculty, staff, students and the community through a variety of lectures, workshops and programs. For a list of events, visit www.tri-c.edu/diversityseries or call 216-987-0204.

Employee Assistance (IMPACT)

Comprehensive, confidential and professional counseling services for employees and their families.

Call 1-800-227-6007 or visit www.impactemployeeassistance.com. More information also available on KWeb: <https://kweb.tri-c.edu/hr/totalrewards/SitePages/EAP-Impact.aspx>.