

MEMORANDUM

To: All University Faculty and Staff

From: W. Randolph Woodson, Chancellor
Warwick Arden, Provost
Joanne Woodard, Vice Provost for Institutional Equity & Diversity

Subject: Discrimination and Harassment Prevention and Response Training

Date: September 23, 2013

NC State University is an inclusive campus that welcomes and encourages diversity and respects the inherent worth of each member of our community. In order to successfully adhere to this principle, NC State works to continually demonstrate its commitment to equal opportunity and its position against discrimination, harassment, and retaliation.

NC State's Discrimination and Harassment Prevention and Response (DHPR) Training Regulation (Reg 04.25.06) **requires** that all university employees participate in an approved DHPR training program at least once every five (5) years. Most NC State employees are exposed to an approved DHPR training program during New Employee Orientation; any employee who was hired or completed an approved DHPR program prior to January 2009 is due to complete the program again.

To help employees meet this requirement, training options to meet one's work and learning styles are available. A new DHPR online module can be accessed through the Office for Institutional Equity and Diversity website. In-person classroom workshops are also offered. Please visit the OIED training website for more information (www.ncsu.edu/oied/harassment).

Members of the Wolfpack community have legal obligations with regard to equal opportunity, but more importantly, NC State has a moral responsibility to protect and uphold the safety and well-being of each individual at NC State. The university does not tolerate discrimination or harassment, and these educational opportunities are intended to help employees recognize and prevent discriminatory conduct from occurring in the workplace, in the classrooms and laboratories, in all living and learning spaces, and through all internet-based mediums.

Thank you for your attention to these very important matters and for all you do to make NC State an exceptional place to work and learn.