

Joel Aure

Director of Equal Opportunity & Title IX

518-580-5708

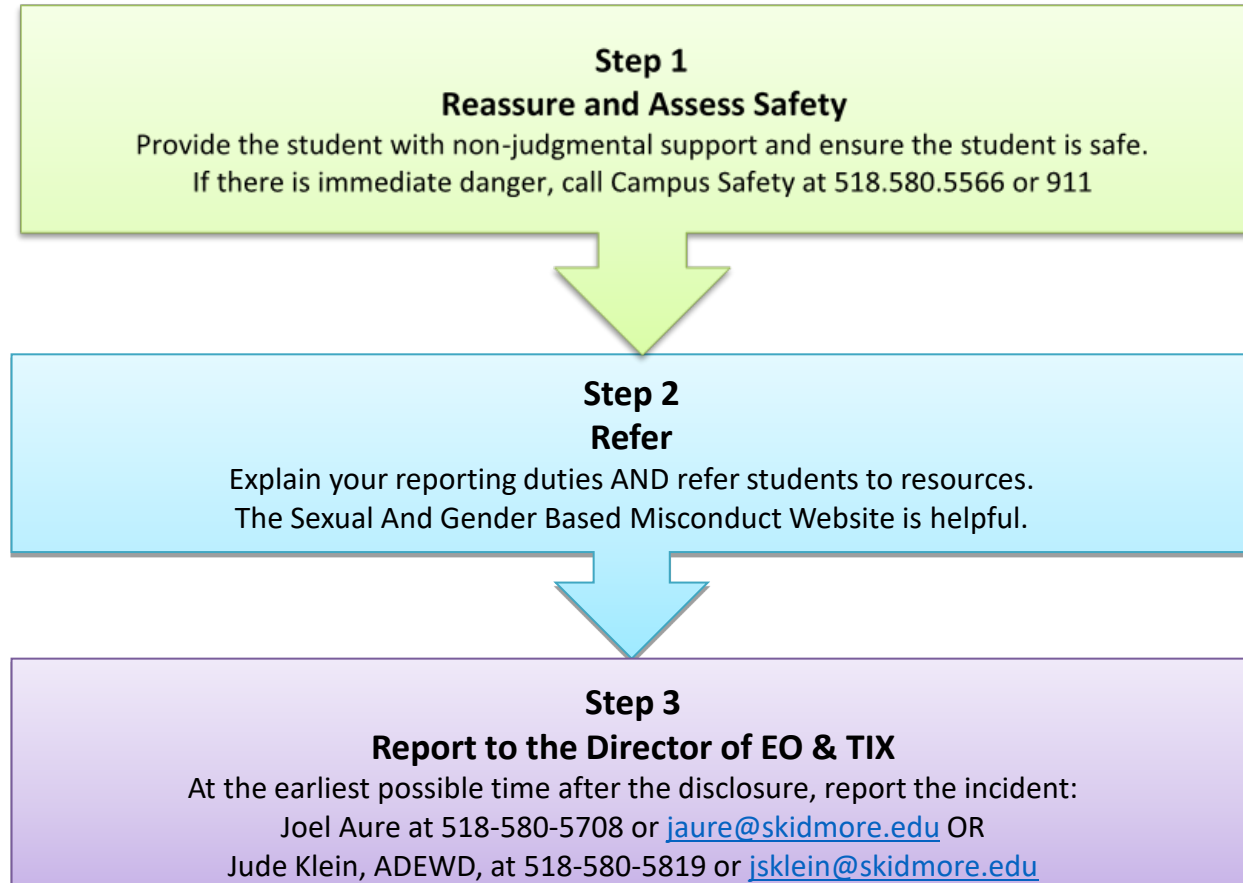
Case Center 311

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Reporting Obligation

- All faculty and staff (except Confidential or Anonymous Resources) are required to report sexual harassment, sexual assault, domestic violence, dating violence, stalking, and any form of sexual or gender-based misconduct.
 - SGBM incidents involving students should be reported to the Director of Equal Opportunity & Title IX
 - SGBM incidents involving faculty or staff should be reported to HR or, in the case of faculty, the Associate Director for Employment, Compliance and Workforce Diversity, Dean of Faculty, the appropriate department or program chair, or their direct supervisor.

Reporting Procedure



Information and Resources

Confidential & Anonymous

- For Faculty and Staff:
 - Employee Assistance Program (Confidential) - 518-793-9768
- For Students:
 - Confidential Resources:
 - Counseling Center: 518-580-5555
 - Health Services: 518-580-5550
 - Wellspring (off-campus): 518-584-8188
www.wellspringcares.org
 - Planned Parenthood - 518-584-0041 or 518-374-5353
 - Anonymous Resources
 - Victim Advocates Liaisons - 518-580-5484
 - Peer Health Educators



www.skidmore.edu/sgbm

Brief Updates

- **A Title VI Coordinator is required for all NY colleges in Fall 2026.**
 - **Monitor compliance with Title VI**
 - **Ensure compliant, consistent response to reports of discrimination under Title VI**
 - **Comparable to Title VII for employees but more student-focused**
- **Ongoing monitoring of Title IX and Title VI legal developments**

Jude Klein
Associate Director for
Employment, **Compliance**, and
Workforce Diversity (**ADEWD**)

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Barrett Center

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Mandatory HR Compliance Training

SEXUAL HARRASSMENT & WORKPLACE DISCRIMINATION TRAINING

Deadline: December 5, 2025

Why This Matters

- Reinforces shared responsibility to prevent unlawful harassment, discrimination, and retaliation
- Includes protection of minors content per College policy & New York State law
- Reflects compliance with U.S. Dept. of Education Title IX regulations

Training Overview (Assigned by Role)

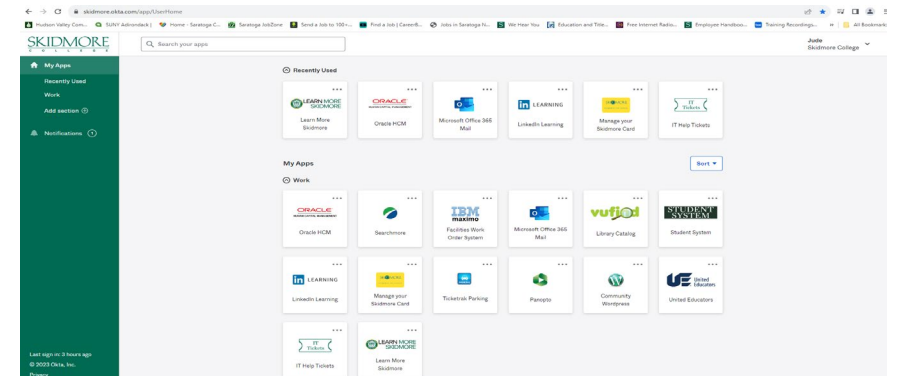
- Courses are assigned in Learn More Skidmore based on your role (supervisor, non-supervisor, student employee)
- Plan for ~60 minutes or more to complete your assigned modules (varies by role)

Anti-Harassment Training Courses	Faculty & Staff - Non-supervisors	Student Employees	Faculty & Staff - Supervisors	Duration
Workplace Harassment Prevention	x	x		30 Minutes
Preventing Sexual Harassment	x	x	x	30 Minutes
Protecting Children: Identifying and Reporting Sexual Misconduct	x		x	45 Minutes
Title IX and You: Protecting Your Campus	x		x	45 Minutes
Workplace Harassment Prevention (Supervisors Only)			x	50 Minutes
Recognizing and Avoiding Retaliatory Behavior (Supervisors Only)			x	15 Minutes

How to Access & Reminders

- Access via training.skidmore.edu (Learn More Skidmore) or through Okta
- Automatic reminders sent to those not yet complete
- HR monitors compliance and shares non-compliance reports with Cabinet before and after the deadline

Training.Skidmore.edu



Policies to Review (Before Training)

- Staff Policy: https://www.skidmore.edu/hr/eo_diversity/staff.php#ahp
- Faculty Policy: https://www.skidmore.edu/hr/eo_diversity/faculty.php
- Policies explain responsibilities, reporting options, the investigation process, and anti-retaliation protections

Support & Contacts

- **Questions or access issues?**
HR at hr@skidmore.edu or 518-580-5800
- **Thank you for helping sustain a respectful,
inclusive workplace and learning environment**