

## **University of Southern California Staff Assembly**

### **Proposal to recommend requirement for Employment Practices Training to be taken by employees who supervise.**

Whereas the University of Southern California prides itself as being the largest private employer in the city of Los Angeles, and

Whereas the University of Southern California holds as a vital principle the importance of fair, equal and just treatment of all employees, and

Whereas the university has established through its Professional Development Department the Employment Practices: Part I and Employment Practices: Part II training classes, and

Whereas the university operates with a decentralized Personnel function which leads to expanded responsibilities for supervisors, and

Whereas supervisors need to have knowledge of consistent best practices and standards across the university community, and

Whereas completion of the aforementioned training classes by supervisors benefits the university as an employer by identifying and minimizing behavior which may lead to legal actions, and

Whereas completion of the aforementioned training classes by supervisors also benefits university employees by advancing a fair, just, and legal, work environment,

Be it therefore resolved that the Staff Assembly of the University of Southern California requests the university to require the completion of both the Employment Practices: Part I and Employment Practices: Part II training classes by all staff and faculty employees within six months of their assuming responsibility for supervising staff employees.

Moved: Rights & Responsibilities Committee

Second: Steven Barnhart

Ayes: 38

Nays: 2

Abstentions: 0

Resolution Number: 2008-01

Date: September 11, 2008