2019-2020 Compliance Course Descriptions and Release Schedule

On November 20th, The Office of Compliance and Ethics implemented shorter and more engaging compliance courses provided by Traliant, which can be accessed at the following site: [https://lms.traliant.com/login/usm.php](https://lms.traliant.com/login/usm.php)

All institutional policies, including those related to the courses, may be acknowledged in the new policy management system, i.e. PolicyStat. To access the PolicyStat system, navigate to [https://usm.policystat.com](https://usm.policystat.com).

Early next year, iTech will oversee the rollout of additional compliance courses provided by InfoSec. For a list of courses, see page 3. For questions regarding the iTech courses, please contact iTech at [awareness@usm.edu](mailto:awareness@usm.edu).

For additional information, see the Compliance and Ethics Training page [https://www.usm.edu/compliance-ethics/training.php](https://www.usm.edu/compliance-ethics/training.php).

For questions, email [compliance@usm.edu](mailto:compliance@usm.edu) or call 601-266-4466.

*Please note the Academic Integrity course has been retired.*

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| Title IX: Preventing Sexual Misconduct for Faculty and Staff-Responsible Employee Edition | Faculty, Staff, as well as Adjuncts and Affiliates | 11/20/2019   | • Explain the concept of sexual misconduct  
• Describe the rights and responsibilities of faculty and staff under Title IX as responsible employees  
• Indicate how other discrimination and harassment focused laws such as Title VII, and Title VI of the Civil Rights Act of 1964 function  
• Learn how to promote a safe and respectful learning environment when responding to inappropriate behavior | 40 minutes |
| Clery Act                                        | Campus Security Authorities as assigned by UPD    | 02/07/2020   | • Recall the history and purpose of the Clery Act  
• Explain the role and responsibilities of campus security authorities (CSAs)  
• Describe the Clery Act requirements for higher education institutions  
• Discuss the procedures for receiving and reporting crime information | 25 minutes |
| Title IX Preventing Sexual Misconduct for Students | Freshmen and Transfer Students                   | 01/15/2020   | • Name the types of behaviors that constitute sexual misconduct  
• Explain how to respond and prevent misconduct, including bystander intervention aimed at helping to create and support a safe and respectful learning environment | 30 minutes |
| FERPA                                            | Faculty and staff as well as adjuncts and affiliates | 01/15/2020   | • Explain what FERPA is and to whom it applies  
• Explain which records are student education records  
• Indicate how to protect student education records  
• Recognize the role and responsibilities of school employees and others | 20 minutes |
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| Child Abuse Awareness and       | Course assigned by request to all authorized     |              | • Describe the rights of students and parents  
• Define key terms and concepts  
• Indicate the consequences of child abuse  
• Recall the definition of child abuse in Mississippi  
• Distinguish between the types of child abuse and their indicators/signs  
• Recognize your reporting obligations  
• Indicate who to contact about suspected abuse  
Explain how the USM Minors on Campus Policy functions to protect minors | 60 minutes |
| Prevention**                     | adults overseeing minors at camps run on USM’s  |              | campuses/properties                                                                                            |           |
|                                 |                                                  | Available for assignment starting 02/07/20 |                                                                                                                                                                                                                                           |           |
| Preventing Harassment &         | Faculty and Staff, as well as Adjuncts and       | TBD          | • List the protected categories  
• Explain the consequences of discrimination and harassment  
• Describe the behaviors that lead to a hostile environment  
• Recognize unconscious biases | 60 minutes |
| Discrimination                   | Affiliates                                       |              |                                                                                                                                                                                                                                           |           |
| Workplace Diversity, Inclusion   | Benefit and Staff, as well as Adjuncts and       | TBD          | • Explain the benefits of a diverse and inclusive workforce  
• Determine how to increase awareness of unconscious bias and avoid its negative influence on recruiting, hiring and other business decisions  
• Describe how civility, cultural competency and sensitivity help prevent workplace misconduct  
• Recognize how positive attitudes and behaviors can lead to a more inclusive environment | 25 minutes|
| and Sensitivity                  | Affiliates                                       |              |                                                                                                                                                                                                                                           |           |
| Alcohol and Drugs                | Faculty and Staff, as well as Adjuncts and       | TBD          | • List the basic definitions of often used terms  
• Distinguish between drug and alcohol facts and myths  
• Describe how various drugs affect the body  
• Recall laws about substance abuse | 45 minutes |
|                                 | Affiliates                                       | 09/01/20     |                                                                                                                                                                                                                                           |           |
| Code of Conduct*                 | Faculty and Staff, as well as Adjuncts and       | 09/01/20     | • Recall the purpose and components of the Code of Ethical Conduct  
• Name the ethical conduct principles and behaviors that illustrate compliance with the Code  
• Indicate the types of situations that create a conflict of interest  
• Explain both the employee and employer obligations  
• Describe how to report ethical violations | 60 minutes |
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| Family Educational Rights and Privacy Act (FERPA) | Assigned to new employees per request of Registrar's Office | Assigned to select new employees upon request of Registrar beginning 01/07/2020 | By the end of the course, participants will be able to  
  - Explain what FERPA requires and prohibits  
  - Identify those affected by FERPA  
  - Describe the documentation required to process a FERPA request  
  - Determine what rights available under FERPA to parents and students | 8 minutes |
| Cybersecurity 101                                | Faculty and Staff, and Adjuncts                  | 01/07/2020                 |  
  - Learn how to create a secure password  
  - Explain how to avoid phishing  
  - Identify and avoid malware  
  - Determine how to browse the web safely  
  - Describe data backup and recovery options  
  - Discuss the security concerns related to use of removable media  
  - Recognize ways to prevent physical loss of data and equipment  
  - Identify mobile security best practices | 43 minutes |
| Privacy and EU GDPR (European Union General Data Protection Regulation) | Faculty and Staff, and Adjuncts                  | 01/15/2020                 |  
  - Explain what privacy means in the context of information security within the European Union (EU)  
  - Describe the requirements of the European Union (EU) data protection regulation  
  - Determine what information qualifies as personal data  
  - Recognize what you can do to protect data | 16 minutes |
| Graham Leach Bliley (GLBA)                       | Faculty and Staff, and Adjuncts                  | By 04/25/20                |  
  - Learn what GLBA is  
  - Determine who must comply with GLBA  
  - Review the GLBA requirements  
  - Determine how to protect customer privacy | 10 minutes |