All Faculty, Staff, Adjuncts and Student Employees Must complete each of these courses before the end of the fiscal year:

- Bullying Prevention for Higher Education
- Code of Conduct for Higher Education
- Diversity Benefits for Higher Education
- FERPA for Higher Education
- Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act
- Securing the Human (this course replaces Security Awareness and PCI)-
  - see the full [Security Awareness Training Announcement](#) (to see the announcement log into Info Central) (note-this is on a separate system not on the Compliance Training Portal)
- Unlawful Harassment Prevention:
  - For Higher Education Supervisors
  - For Higher Education Staff
  - For Higher Education Faculty
  - For Higher Education Student Employees

**SELECT GROUPS:**

- Academic Integrity
  - Mandatory completion by all students including employees, faculty and staff who are taking courses
- Completing the Financial Conflict of Interest Disclosure
  - Required of all faculty
- Implicit Bias-
  - Required of all serving on hiring committees
- Learning About USM’s Financial Conflict of Interest Policy
  - Those required by external sponsors such as NIH to have training relative to the Institution’s Financial Conflict of Interest Disclosure Policy and Procedures
- PCI Security Standards for IT and Back Office (has been replaced by the Securing the Human course)
- Student Empower Plus
  - All students

**NOTE:**

Student employees must complete all the courses required of employees and also must complete the Student Empower Plus course.