

**MESSAGE FROM PRESIDENT SHIRLEY C. RAINES CONCERNING IMPLEMENTATION
PLAN FOR ON-LINE SEXUAL HARASSMENT TRAINING FOR UNIVERSITY
PERSONNEL**

As employees of the University of Memphis, all of us share in the responsibility of building and maintaining sound working and academic relationships. Our success depends on our ability to educate our students and work together in an atmosphere of trust and mutual respect. Promoting an environment free of all forms of harassment is one way to demonstrate the University of Memphis' commitment to providing a respectful environment.

In support of the University's commitment to maintain a positive, productive work and academic environment that is free of any form of harassment or bias and to provide our community with the knowledge and skills needed to fulfill these responsibilities, we are introducing a new on-line training program, "Preventing Sexual Harassment." Although the training focuses on ways to identify and prevent sexual harassment, it addresses key issues that can be easily applied to racial and other types of harassment.

The training uses an active learning process that does not disrupt your work responsibilities or require you to schedule time for another training class.

All faculty and staff are asked to complete the on-line training and Mastery Test that will fulfill our requirements and legal obligations for the University.

Attached you will find a "Frequently Asked Questions" flyer concerning the University's implementation plan for this program.

Please give serious attention to this matter and take away from this training a personal commitment to provide an educational and work environment free of harassment. Thank you for your attention to this matter.

Thank you,

**Shirley C. Raines
President**