

Human Capital & Compliance Corner

<u>A note from the College of Agriculture and</u>

Natural Resources Organizational Policy and

Compliance Coordinator

Greetings colleagues!

My name is Desiree Penaloza, and I am the Organizational Policy and Compliance Coordinator here at AGNR. The Compliance Program team is excited to share several goals and objectives we have in store for 2023! As we prepare for the United States Department of Agriculture's (USDA), National Institute of Food and Agriculture (NIFA) 2024 full Extension review, 2023 will be a year of training, preparation, and program assessments. In preparation for such, we have established taskforces such as the Internal Program Assessment (formerly known as ICR) which will help to ensure nondiscrimination in our programs and services; and the Transforming Access and Language through Knowledge (TALK) taskforce to assist in meeting our land-grant outreach objectives related to Limited English Proficiency (LEP) persons (Executive Order 13166). In addition to our TALK taskforce, we have partnered with an external agency, Avaza Language Service, to provide real time, over the phone interpretation services to our beneficiaries. But wait, there is more! Many of the 2020 United States Census Bureau population sets are now updated and available on **Dashboard**. To assist us with better understanding how to search and find the various datasets, the U.S. Census Bureau team will provide a virtual training to us in April 2023 (please see below for more information).

Also, a huge thank you to those who have volunteered for the noted taskforces and to those who have attended our Anti-harassment training this year to date. As we transitioned from a virtual to an in-person setting this year, it has been a pleasure to meet you all face to face! If you have not yet attended the training, then what are you waiting for? The Compliance Team has a few sessions left! Please see below for more information on how to sign up.

Thank you for reading the latest edition of our newsletter. The Compliance Team would like to provide several updates, including training opportunities and resources. Our team is dedicated to providing you with the educational support to navigate our way through the 2024 NIFA review and to ensure you are knowledgeable about your program obligations and recipient expectations. Our team hopes this newsletter will serve as a guide to keep you abreast of the many resources available to you while assisting with any questions and/or concerns you may have.

We look forward to working with you!

Desiree Penaloza



Updates

LAST CALL - Anti-harassment Training of a Sexual & Non-

<u>Sexual Nature</u>

Last call for Anti-harassment of a Sexual and Non-Sexual Nature training! The noted training aligns with sex-discrimination prohibitions and protection by federal law under Title VII of the Civil Rights Act of 1964. In addition, the element expands the noted prohibitions beyond sex to include other forms of harassment and discriminatory practices. The Compliance team has conducted eight in-person trainings throughout the state to date. Faculty have participated at the local level with staff to receive such content in their respective city/county/cluster. There still are three opportunities left for training, and such training must be completed by March 2023 to meet the objectives of our funding agency. If you have not yet attended the Anti-harassment training, please ensure you attend one of the last three sessions to receive participation credit. For your reference, please <u>click here</u> to see the official 2022-2023 Anti-Harassment of a Sexual/Non-Sexual Nature training schedule and use the QR code to register. If you have any questions or would like to schedule a training session, please reach out to Desiree Penaloza at <u>dpenaloz@umd.edu</u>.



Internal Program Assessment Taskforce



You may recall that NIFA visited us in 2014 to conduct a systematic civil rights compliance review of our Extension and Research operations. AGNR has been notified and is currently slated for another external review of our Extension Program in April 2024. In anticipation of our review, there will be a number of training elements, and other assessments to measure the nondiscrimination of our programs and services. An external mandate of our civil rights review is to determine if we have a process in place and institutional buy-in for exercising such reviews. Therefore, we have established the Internal Program Assessment (IPA) Taskforce which comprises of a representative from our core programs to assist in the review process to add any program specificity to the noted workgroup. These individuals will aid in working collaboratively to update UME's current review processes to include but not limited to, ensuring each program area can explain its variables, programmatic direction, and program specific needs (including administrative functions). The Compliance Team would like to welcome Gerald Brust, Alexander Chan, Shelley King-Curry, Stephanie Pully, Trish Moore, and Nia Fields to the IPA Taskforce! We look forward to working with you!

Transforming Access through Language and Knowledge

Taskforce



As a commitment to the AGNR's Diversity, Equity, Inclusion, and Respect Plan, Goal 3 and Initiative 3, the Office of Human Resources Management and Compliance Programs (HRMCP) invited faculty and staff who have exquisite skills and abilities to serve as an interpreters/translator and/or LEP representatives as a subject matter expert in LEP related topics. The Compliance Program team has recruited members to join TALK from each UME program area and MAES, who may be proficient in the following languages: English, Spanish, French, Tagalog, Chinese, Korean, Vietnamese, Russian, and American Sign Language. TALK representatives will identify technical guides in their respective program areas and assist with translations of such guides. The Compliance Team would like to welcome Crystal Terhune, Jonathan Moyle, Nia Fields, Antonio Silias, Rubie Mize, and Eric Buehl to the TALK Taskforce! We look forward to working with you!

SAVE THE DATE - United States Census Bureau Population

Training



Save the date! On Monday, April 3, 2023, the United States Census Bureau will present a virtual session on various population data sets such as the general population, Individuals with Disabilities, Veterans, and much more! In this data training, the Census Bureau team will demonstrate how to locate data from the Census Bureau's Populations of various cities, towns, and counties. In addition, individuals will learn how to access race and ethnic diversity data in the newly released 2020 datasets using an interactive data visualization. This data visualization offers a unique way to identify trends for your state, counties, and city. UME faculty and staff must participate as such training will be included in the training requirements package. <u>Click here to search and find the</u> wide variety of data sets the U.S. Census Bureau has provided. Registration for this event will be available after the New Year.

2023 How to Prepare for an Internal Program Assessment **Training Calendar**



The 2023 How to Prepare for an Internal Program Assessment training calendar is now available! In anticipation of this external review, which is slated for April 2024, this training and other assessments will measure the nondiscrimination of our programs and services. This training is derived from the regulations established by NIFA in preparation for a civil rights compliance review of our Extension and Research operations. <u>Click here</u> to view the 2023 How to Prepare for an Internal Program Assessment training calendar.

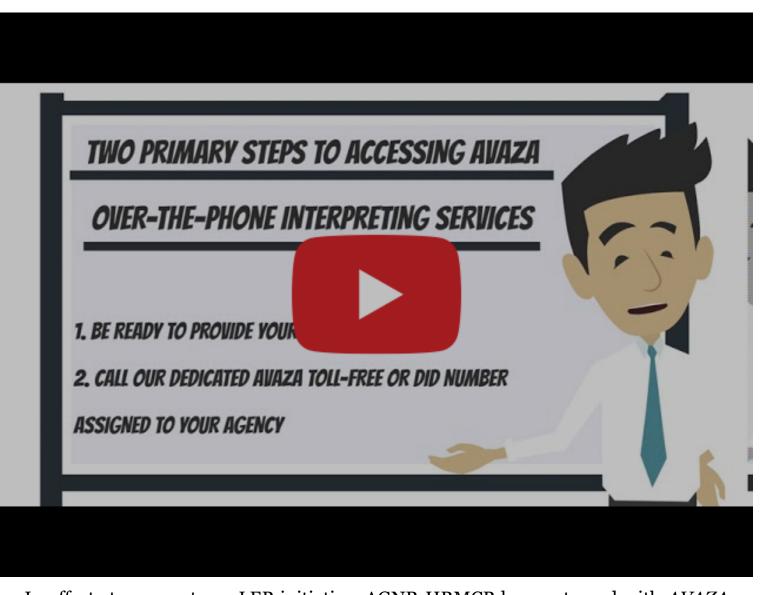
Important Information Regarding Public Service Loan

Forgiveness



The deadline to apply for Public Student Loan Forgiveness (PSLF) program is quickly approaching (October 31, 2022). The PSLF Program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. In addition, borrowers may receive credit for payments that previously did not qualify for PSLF. Please note, PSLF forms should not be sent to AGNRs, Office of Human Resources Management and Compliance Programs for employment verification. Please forward completed forms for employment verification to the UMD Division of Finance and Payroll services at <u>voe@umd.edu</u> with the following information: name, UID, last four digits of SSN, and a brief note authorizing.

<u>Avaza Language Services Partnership!</u>



In efforts to support our LEP initiative, AGNR HRMCP has partnered with AVAZA Language Services, which will provide real time interpretation services to our program beneficiaries. Avaza Language Services has been identified as the preferred provider and will provide phone interpretation services with a rate depending on the specific language set. Avaza provides over 180 languages and dialects. To utilize Avaza, a toll-free number with a unique access pin will be provided for each program area, UME and MAES, which will be disseminated by the Compliance Team, in addition to an accompanying LEP plan in the near future. In the interim, please view the YouTube video above to learn best practices, do's and don'ts, and how to utilize Avaza Language Services.

<u>BambooHR: HR Virtual Summit 2022</u>

Interested in hearing from speakers like world famous tennis player Serena Williams and author Simon Sinek? Then join BambooHR's 2022 HR Virtual Summit on November 2 & 3, 2022, 8 am to 1:00 pm Pacific time! The HR Virtual Summit is the world's largest virtual event dedicated to connecting and uplifting HR pros. Come get transformative HR and business insights from experts, thought leaders, and visionaries, and learn how to elevate your work. Plus, it's 100% FREE! <u>Click here</u> for more information and registration.



Sex Discrimination Law Suit in Prince George's County



As discussed in our 2022 training, the Supreme Court ruling of Bostock v. Clayton County, Georgia found that Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on a worker's sexual orientation and gender identity, falling under the protected category of sex. In a recent ruling, Prince George's County Board of Education reached a settlement agreement with a transgender English teacher who alleged school administrators and district officials ignored her complaints of discrimination and harassment and retaliated against her. In January, the judge found that "a reasonable jury could find that the harassment was objectively severe or pervasive" and that the plaintiff presented sufficient evidence of retaliation and constructive discharge, among other charges. As part of the agreement, the school will adopt policy, training and procedure changes related to workplace bullying, social media policies, student behavior interventions, harassment, transgender and gender diversity and creating inclusive environments for LGBTQ people. This case law is in alignment with this year's Antiharassment training. Please remember, all AGNR employees must ensure we foster safe and harmonious environments, free from bullying and harassment. To read more about this case, <u>click here</u>.

University programs, activities, and facilities are available to all without regard to race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class.

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