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Commitment to a Safe, Fair, and Inclusive UMS

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University of Maine System Office of Human Resources, "Commitment to a Safe, Fair, and Inclusive UMS" (2022). *General University of Maine Publications*. 2869.

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Commitment to a Safe, Fair, and Inclusive UMS

1 message

Office of Human Resources <umshr@maine.edu>

Tue, Aug 2, 2022 at 3:13 PM

Reply-To: umshr@maine.edu

To: matthew.revitt@maine.edu

August 2, 2022

UMS Human Resources



Annual Compliance Training is Live



Dear Colleagues,

We are pleased to announce the launch of the [2022-23 Compliance Training in UMS Academy](#).

University of Maine System (UMS) employees are the foundation supporting our students' success. As a system, our goal is to bolster that foundation by creating a safe and secure work environment with a healthy culture. Compliance training is one tool we use to convey the principles we value:

- Diversity, Equity, and Inclusion (DEI)
- Physical safety
- Emotional well-being
- Confidentiality & privacy
- Professional growth
- Personal respect

The importance of annual compliance training—both personal and legal—cannot be understated; it communicates how we interact to perform our duties and keeps these

principles top of mind for all employees—including student employees—strengthening our foundation and improving the culture of the UMS. This year, we are introducing two new modules to our UMS Academy Compliance Pathway:

- **Active Shooter Training:** To help prepare us in the event of an active shooter on our campuses or other University spaces
- **Diversity, Equity, and Inclusion Training:** To help build a foundation for important actions we can take every day to build belonging, honor diversity, and create equity with intention among our community

Continuous improvement requires consistent communication. To facilitate this, reporting has been implemented which will easily allow managers to ensure all modules in the Compliance Pathway are completed in a timely manner:

- All current employees are to complete this annually required training between **August 1 and December 1, 2022.**
- All new employees are to complete the training upon hire, ideally in their first week and no later than 30 days after hire.
- All student employees are to complete this training before starting their job duties.

Thank you for your continued commitment to a safe, fair, and inclusive workplace.

Loretta B. Shields

Loretta B. Shields, SHRM-CP, PHR
Chief Human Resources Officer
University of Maine System

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