Corporation for Public Broadcasting

Harassment and Bias Prevention Training Requirement

Recorded August 2023
Introductions

Presenters

Kate Arno,
Vice President, CSG & Station Initiatives

Sarah Downs,
Project Coordinator
Training Objectives

For radio and TV grantees:

• Understand CPB’s HBPT requirement and objective.
• Learn about 2 options to fulfill the requirement.
• Know how to access training available at no cost.
• Take steps to ensure your station’s compliance.
• Know how to find resources and assistance.
Agenda

• CPB’s harassment and bias prevention training (HBPT) requirement and objective.

• Two options to fulfill the requirement.

• The CSG recipient’s role in ensuring HBPT compliance

• Resources and Support
Press Q&A button towards the bottom center of your screen.

Type question in field at bottom of screen.

Hit send.
Submitting Questions

Trainingcsg@cpb.org
Agenda

- CPB’s harassment and bias prevention training (HBPT) requirement and objective.
- Two options to fulfill this requirement.
- The CSG recipient’s role in ensuring HPBT compliance
- Resources and Support
Objective:

- To create a positive workplace environment.
- All public media employees deserve to work in a safe and respectful setting.
- We must reinforce our understanding and intolerance of workplace harassment and bias.
**Annual training:**

CSG recipients must provide annual workplace harassment and bias prevention training to:

<table>
<thead>
<tr>
<th>These staff</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>FT, PT, salary, wage</td>
</tr>
<tr>
<td>Officers or Senior Managers</td>
<td>President, CEO, VP, COO, CFO, General Manager</td>
</tr>
<tr>
<td>Interns</td>
<td>Paid or unpaid</td>
</tr>
</tbody>
</table>
**HBPT Requirement**

**Annual requirement:**
Training must be provided *each* year.

<table>
<thead>
<tr>
<th>To qualify for your CSG for this year:</th>
<th>Complete your training by this date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2024</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>FY 2025</td>
<td>September 30, 2024</td>
</tr>
<tr>
<td>FY 2026</td>
<td>September 30, 2025</td>
</tr>
</tbody>
</table>
Submitting Questions

• Press Q&A button towards the bottom center of your screen.
• Type question in field at bottom of screen.
• Hit send.
CPB’s harassment and bias prevention training (HBPT) requirement and objective.

Two options to fulfill this requirement.

What is the CSG recipient’s role in ensuring HPBT compliance?

Resources and Support
Training Options

Two training options

1. Training of your own choice, if it covers:
   • What constitutes acceptable and unacceptable workplace behavior;
   • How to recognize harassment and bias when it occurs; and
   • How to report and respond to violations.

2. Online training provided at no cost by CPB
Training Options

Training option 1:
Training of your own choice, if it covers:

- What constitutes acceptable and unacceptable workplace behavior;
- How to recognize harassment and bias when it occurs; and
- How to report and respond to violations.
Training Option

Training option 2:

Online training provided at no cost by CPB

✓ Most CSG recipients have already opened training accounts in EVERFI.

✓ If you have never used CPB’s training but want to, email trainingcsg@cpb.org.
Everfi training:

- Learners should be added prior to the training launch every year or as they join your staff.
- They will receive a lesson assignment shortly after they are registered.
- After that, they will receive an email reminder every two weeks until they complete the training.
Training Options

**Everfi training:**

- All registered learners will receive the training “Preventing Harassment and Discrimination: Gateway.”

- Station administrators assign an optional training for supervisors called “Preventing Harassment and Discrimination: Supervisors”.
Submitting Questions

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• Type question in field at bottom of screen.
• Hit send.
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Station Training Administrator:

- Each station has a training administrator.
- They add learners using our CPB website training extension.
- They track their learners’ attendance and completion of the training.
CSG Certification:

V. Selected General Provisions Requirements

Grantee certifies that it currently complies with each of the following requirements in the General Provisions.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Annual Harassment and Bias Prevention Training Requirement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Annual harassment and bias prevention training is required for all officers, employees, and interns of each station as a condition of the CSG recipient’s eligibility.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Does Grantee comply with these requirements?</td>
<td></td>
</tr>
<tr>
<td>B.</td>
<td>Annual CPB-sponsored Compliance Training Requirement</td>
<td></td>
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<tr>
<td></td>
<td>Grantee must complete at least one live webinar or in-person CPB-sponsored compliance training session annually.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Does Grantee comply with this requirement?</td>
<td></td>
</tr>
</tbody>
</table>


Demo:

• How to use the extension tool.
• Navigating the EVERFI platform.
Press Q&A button towards the bottom center of your screen.
Type question in field at bottom of screen.
Hit send.
CPB’s harassment and bias prevention training (HBPT) requirement and objective.

Two options to fulfill this requirement.

Online training available to CSG recipients.

What is the CSG recipient’s role in ensuring HPBT compliance?

Resources and Support
Harassment and Bias Prevention Training Program 2023

Updated March 2023

Most organizations periodically train their personnel to recognize, avoid and report workplace discrimination, including harassment and both intentional and unintentional bias. To ensure that public media stations consistently follow this practice, CPB requires annual harassment and bias prevention training for all officers (examples: President and CEO, Vice President, COO, CFO and General Manager), employees (full-time and part-time who are paid a salary or hourly wage), and interns (paid and unpaid) as a condition of the Grantee's eligibility for a radio or television Community Service Grant (CSG).

To fulfill this requirement, stations can use an online harassment and bias prevention training program called Preventing Harassment and Discrimination: Gateway from EVERFI that CPB offers at no charge. The next round of EVERFI training will launch on April 18, 2023, and CPB will notify stations when it is available.

A second EVERFI online training option for supervisors, called Preventing Harassment and Discrimination: Supervisors, is also available. This training assignment is not issued automatically to supervisors. If a training administrator wants to use this option, they will have to assign the training to selected staff listed in their EVERFI account. Your supervisors may complete either or both training options to fulfill the HBPT requirement. If your state requires supervisor training, you will need to determine if the EVERFI training fulfills that requirement.

If stations may use another program of their choice if it covers these three topics:

- What constitutes acceptable and unacceptable workplace behavior;
- How to recognize harassment and bias when they occur; and
- How to report and respond to violations.

No matter which training option (EVERFI or other program) is chosen, station staff must complete their training no later than September 30, 2023, for their station to qualify for an FY2024 CSG. Head of Grantees and Licensee Officials must certify their station's compliance with this requirement in the FY2024 CSG Agreement and Certification of Eligibility which is scheduled to be released in CPB's Integrated Station Information System in early November 2023.

To use the EVERFI training:

- The staff person designated as your station's training administrator for the EVERFI program is responsible for adding and updating your station's user information for
Where to Find Resources
cpb.org/stations/harassment-prevention-program

Frequently Asked Questions

Q. Who must take the Harassment and Bias Prevention Training (HBPT) for the purposes of CSG Certification?

Q. Are stations obligated to conduct HBPT for contractors or temp employees hired by an outside agency?

Q. Are my university administrators required to take the training?

Q. Do you have to train employees that have resigned and are not on the payroll at the time of the training?

Q. Does everyone need to take this training every year?

Q. If we don’t use EVERFL, how do I know if the training that my station employees take is sufficient? Also, will
Where to Find Resources
Website cpb.org

Community Service Grants

CPB distributes community service grants (CSGs) to noncommercial public television and radio stations that provide significant public service programming to their communities. CSGs help stations expand the quality and scope of their work, whether in educational, news, public affairs or other programming—all of which represent an immeasurable value to the American people. Applicant and current recipient stations must each year meet a variety of legal, managerial, staffing and operational criteria for CSG funding.

- Television CSG General Provisions
- Radio CSG General Provisions

Compliance

- Harassment and Bias Prevention Training Program
- CSG Non-Compliance Policy
- Communications Act Compliance
- Compliance Hotline: (202) 879-9655
- Compliance Checklist 2021 350KB PDF
- Compliance Alerts:

  → 2018
  → 2017

Integrated Station Information System

The CSG legal forms as well as reporting tools (AFR, P3R, SABS, and SAS) can be found on the integrated station information system.

Training

CPB provides pre-recorded and live training sessions on financial reporting, completing forms and CSG compliance. To view or sign up for training, visit our training site.
Where to Find Resources

CSG and ISIS Training Opportunities

Next Live Online Webinars

- How to complete Harassment and Bias Prevention Training? August 24, 2023 at 2 PM EST
- CSG Requirements and Resources: September 7, 2023, at 2 PM EST
- Completing the CSG Agreement and Certification of Eligibility: September 13, 2023, at 2PM EST

View all future training sessions.

We strongly encourage all station/licensee staff assigned to ISIS security groups to sign up for as many webinars and face-to-face workshops as needed to understand the use of ISIS, CSG compliance and certification, as well as how to complete CSG legal, financial, survey and other reporting forms. Inquiries related to SABS and SAS should be sent to SABS@cpb.org and SAS@cpb.org, respectively. For all other inquires, please email CSG@cpb.org.
Upcoming Training Schedule

• CSG Requirements and Resources: September 7, 2023
• Completing the CSG Agreement and Certification of Eligibility: September 13, 2023
• Intro to Financial Reporting: September 27, 2023
• What is NFFS?: October 4, 2023
• Completing the FSR: October 11, 2023
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CSG Resources

cpb.org

Resource documents
Webinars

Help Desk
Email: Trainingcsg@cpb.org