

## Compliance with Equal Employment Opportunity (EEO) Law

The State of Texas requires organizations to orient supervisors to state and federal Equal Employment Opportunity (EEO) Law. *Compliance with EEO Law* outlines and reviews the supervisory roles and responsibilities under such laws and provides a framework within which managers and supervisors can recognize and avoid discriminatory actions and behavior. Taught by HCC Office of Institutional Equity staff, the course reviews employment and higher education laws, relevant HCC policy, and identifies the HCC process used to resolve discrimination and/or harassment complaints. *Compliance with EEO Law* reveals the positive impact the diverse HCC community provides and proactively advances an awareness of the benefits of inclusion and equity.

### Learning Outcomes:

At the completion of the course, the learner should be able to:

- Articulate the role and function of the HCC Office of Institutional Equity
- Identify state and/or federal employment laws and laws governing higher education and enforced by the United States Equal Employment Opportunity Commission
- Describe HCC policy relevant to discrimination and/or harassment and the process followed to resolve complaints
- Exhibit behavior within the HCC community that complies with EEO Law and builds and models a culture of respect, growth and inclusion

**Who Should Attend?** Required for all HCC supervisors and College Leadership Program (CLP) enrollees

**Length:** 4 hours

**Program:** College Leadership Program (CLP) – Required course

**Sponsored By:** Employee Learning and Organizational Development (ELOD)

**Course Number:** EC3002

**Registration:** Register online via @ Your Service. To log in, from the HCC District Home Page, click on Faculty & Staff > @ Your Service > @ Your Service Login  
Once inside @ Your Service, go to Training and Development Home > Request Training Enrollment > Search by Course Number > Enter EC3002.

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