

## Equal Employment Opportunity Training Requirements for FY 16

Navy just released new training modules on Total Workforce Management Services (TWMS) for all DON employees to meet the EEO training requirements. The previous combined EEO course has been removed and replaced by three separate courses as follows:

TWMS URL:

<https://twms.navy.mil/selfservice/login.asp>

Course Title	Course ID	Frequency	Legal Citation
DON Prevention of Sexual Harassment (POSH)/ Anti-Harassment Training	TWMS-613963	Within <b>90 days</b> of onboarding and <b>Annually</b> thereafter	SECNAV 5300.26D DoD Instruction 1400.25, Vol.410
DON No FEAR Training	TWMS-613957	Within <b>90 days</b> of on boarding and then by December of every other year.	5CFR 724.203 P.L. 107-174, § 202
DON EEO Training	TWMS-614600	<b>All DON Supervisors and Managers Annually;</b> (commands are also required to communicate their EEO policy and programs to all employees which can also be accomplished through training)	29 CFR 1614.102

For more information please check "Office of Civilian Human Resources (OCHR)" Mandatory Training:

<https://portal.secnave.navy.mil/orgs/MRA/DONHR/Training/Pages/Mandatory-Training.aspx>