

New Mandatory Training Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance

Effective July 16, 2025, **URI Lead Principal Investigators and their Key Personnel** supporting research activities will be required to complete the Brightspace training titled *Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance*.

Registration: URI Lead PIs and Their Key Personnel must log into **Brightspace** and select "**Discover**" in the blue menu at the top of the screen (banner). Please enter "Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance" in the training bar to locate the training and self-enroll.

Brightspace Link: <https://brightspace.uri.edu/>

For more information about civil rights compliance at the University of Rhode Island, [visit the Office of Equal Opportunity website.](#)

Frequently Asked Questions

- 1. Is this new mandatory training a federal mandate?** Yes, and URI must comply with it. URI Lead Principal Investigators and their Key Personnel are required to take this training. The laws and regulations introduced in this training apply to all university programs and activities. Additionally, employment activities must be carried out in compliance with applicable statutes as outlined in the Policy on Nondiscrimination and the Policy on Sexual Misconduct.
- 2. Do the ongoing changes to the administration of civil rights compliance have any impact on this training requirement?** This training requirement has been a condition of federal funding under several presidential administrations, with increased enforcement under the current administration.

3. Do URI Lead Principal Investigators and Key Personnel have to take this mandatory training even if their awards are not federally funded?

Yes. As a recipient of federal funds, all university programs and activities must adhere to civil rights compliance, even if federal assistance is allocated to only one specific program or activity.

4. Who is considered Key Personnel?

This group includes, but is not limited to, Principal Investigators, Project Directors, co-investigators, Cooperative Extension personnel, and other staff supporting the coordination of programs funded by sponsored projects. Additionally, certain technical personnel, such as postdoctoral researchers or graduate students, could fall under this category if their contributions to research are substantial. **Lead Principal Investigators must invite all Key Personnel to enroll in this training.**

5. Will URI Lead Principal Investigators and Key Personnel need to certify to this new mandatory training requirement? Yes. InfoEd now includes a checkbox introducing the new training requirement, which will require certification pre-award. Lead Principal Investigators and Key Personnel who do not complete the training will have their funding held post-award.

In addition to the InfoEd certification, some awards may require submission of certification of civil rights compliance to an enforcement or regulatory agency, pre-award and/or post-award. Please contact the Office of Equal Opportunity at equalopportunity-group@uri.edu to certify compliance, if an RFP or transmittal requests certification of civil rights compliance with the laws and regulations listed below:

- Title VI of the Civil Rights Act of 1964 (including language access).
- Title VII of the Civil Rights Act of 1964.
- The Rehabilitation Act of 1973
- Title IX of the Education Amendments Act of 1972.
- The Age Discrimination Act of 1975.
- The Americans with Disabilities Act of 1990.

6. When do I need to certify this mandatory training requirement if I plan to submit a proposal? Federal law requires ongoing compliance with civil rights, which includes training those employed by the University. To meet this requirement, the Division of Research and Economic Development and the

Division of Administration and Finance require all Principal Investigators and Key Personnel to certify the training before submission of a proposal.

This requirement will become effective July 16, 2025. A 90-day grace period will be granted until October 14, 2025, after which awards will be held post-award.

- 7. How long is this mandatory training?** The training is approximately 90 minutes.
- 8. Do I have to retake this training in the future?** Yes, every three (3) years.
- 9. Who should I contact if I have questions?** For questions related to InfoEd, contact your Pre-Award Specialist. For questions about this training content, please contact the Office of Equal Opportunity by emailing equalopportunity-group@uri.edu or calling 401-874-4009. For TTY assistance, contact R.I. Relay Services at 711.