



## **DHRM HR Highlights September 2025**

### **New Mandatory Training: Understanding EEO and EEO Related Processes**

Effective January 1, 2026, the training "CHRM - MVP - Policy - Understanding EEO and EEO Related Processes" will become mandatory for all current employees of Executive Branch agencies covered under the Virginia Personnel Act and all new employees within the first 60 days of employment.

The "CHRM - MVP - Policy - Understanding EEO and EEO Related Processes" training outlines employee rights and agency responsibilities under DHRM Equal Employment Opportunity (EEO) Policy 2.05, aiming to enhance understanding and ensure compliance with current EEO policies. The training can be found in the Commonwealth of Virginia Learning Center (COVLC) [here](#). For additional resources regarding the discrimination complaint process, please review our updated [EEO Discrimination Complaint Manual](#).

HR Directors are requested to prepare for the rollout and ensure all current employees complete this training by March 1, 2026. For any questions, please reach out to The Office of Workforce Engagement at DHRM [here](#).