Office of Equity and Diversity (OED)
Promoting An Environment That Is: Welcoming to ALL and Hostile to NONE

Office of Equity & Diversity (OED)
1840 Melrose Avenue
(865) 974-2498

Office of Title IX
1817 Melrose Avenue
(865) 974-9600
Equal Employment Opportunity (EEO)
HR Policy 0220

- It is the policy of the University of Tennessee not to discriminate against any employee or applicant for employment because of race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, parental status, or any other characteristic protected by federal or state law.

- This policy extends to recruitment, employment, promotion, demotion, transfer, layoff, termination, compensation, training, benefits, and all other terms and conditions of employment.
Sexual Harassment & Other Discriminatory Harassment
HR Policy 0280

• UT prohibits employees from engaging in acts of harassment on the basis of sex, which includes harassment based on sex, pregnancy, sexual orientation, and gender identity, as required by state or federal law.

• UT further prohibits discriminatory harassment based on race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, parental status, and any other category protected by federal or state law.
Sexual Harassment & Other Discriminatory Harassment
HR Policy 0280

• UT employees are prohibited from engaging in sexual and other discriminatory harassment, regardless of whether such conduct is directed at another employee, a student, a vendor, or a visitor to campus.

• Sexual and other discriminatory harassment will not be tolerated and will be grounds for disciplinary action.

• Alleged incidents of sexual and other discriminatory harassment will be investigated. Immediate and appropriate corrective action will be taken should a complaint be substantiated.
Sexual Misconduct, Relationship Violence, and Stalking Policy

In 2015, the University adopted a comprehensive policy for the reporting and handling of prohibited conduct including sexual misconduct, relationship violence and stalking.

As an employee of the University of Tennessee, you are a mandatory reporter.

The policy and other important related information can be accessed at: www.titleix.utk.edu
A Mandatory Reporter is a University employee who is required to report information about known or suspected Prohibited Conduct to a Title IX Official.

- Sexual Misconduct
- Relationship Violence
- Retaliation
- Stalking
- Sexual Harassment
- Gender-based hazing and bullying
How do I respond?

Visit [www.titleix.utk.edu](http://www.titleix.utk.edu) for training and information on the University of Tennessee’s prevention, response and ways to get involved.

You are part of the solution.
Welcome to the University of Tennessee!

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