Office of Equity and Diversity (OED)
Our Hometown: Rights & Responsibilities

Office of Equity & Diversity
Office of Title IX
UT is Our Hometown

University of Tennessee

- Population: 28,321 undergraduate students/5,156 graduate students/9,813 faculty & staff
- Game Day: 102,455 people
- Campus size: 560 acres, 236 buildings
- We are VOLS who help VOLS #VOLSHELPVOLS
Learning Goals

By the end of today’s training, you will have knowledge about:

1. UT’s Equal Employment Opportunity Policies that apply to faculty and staff
2. Office of Equity & Diversity complaint process and procedures
3. American Disabilities Act statute and reasonable Accommodation Process
4. Scope and Services of the Office of Title IX
5. Your Role as a Mandatory Reporter
6. Where to go for Resources and Support
Where We Are Located

Office of Equity & Diversity
1840 Melrose Ave.
865-974-2498
oed.utk.edu

Office of Title IX
1817 Melrose Ave.
865-974-9600
titleix.utk.edu
Office of Equity and Diversity (OED)

- Role of OED:
  - Conduct investigations into alleged violations of UT Policies (HR 0220, and HR 0280)
  - Oversight of search committee process
  - Coordinate requests for reasonable accommodation under ADA
- Protected Categories:
  - Race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, parental status.
  - Any other characteristic protected by state or federal law
    - E.g. Title VI & Title VII of the Civil Rights Act, Americans With Disabilities Act
- Retaliation:
  - Both HR 0220 and HR 0280 strictly prohibit retaliation for participating in the complaint process
HR 0220, Equal Employment Opportunity

• UT will not discriminate against any employee or applicant for employment based on any protected classification

• Applies to university employees in regards to:
  • Recruitment, promotions, demotions, termination, compensation, benefits, training, and all other terms and conditions of employment

• Investigations of different treatment
• Oversight of Search Process for faculty and exempt staff
  • Provide training
  • Review applicant pools
HR 0280, Sexual Harassment and Other Discriminatory Harassment

- **Sexual Harassment:**
  - Prohibits unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
  - Applies to conduct based on sex, pregnancy, sexual orientation, and gender identity.

- **Discriminatory Harassment:**
  - Prohibits conduct that has the purpose or effect of unreasonably interfering with an individual’s work/educational performance or that creates an intimidating, hostile, abusive, or offensive working/educational environment.
  - Applies to conduct based on a persons protected classification.

- Applies to conduct directed at another employee, a student, a vendor, or a visitor to campus.
Complaints Resolution

- Formal/Informal Resolution
- OED is Neutral
- Confidentiality
- Formal Complaint Investigation
  - Notification of Respondent and appropriate administrator
  - Interview witnesses and gather information
  - Make findings and provide report to appropriate administrator
- Violations of Policy
- Can consult with OED prior to submitting a complaint
American with Disabilities Act (ADA) Accommodations and Accessibility

• UT is committed to its role in the provision of equal opportunity and access in employment and education for persons with disabilities.

• UT provides reasonable accommodations to otherwise qualified faculty and staff who are disabled or become disabled and need assistance performing the essential functions of their positions.

• Faculty and staff in need of assistance are encouraged to review the following process and contact the Assistant Director, ADA Compliance at (865) 974-2498 with any questions.
Reasonable Accommodation Procedure

OED works with employees, their health care providers, and their respective departments to determine whether and how individuals with disabilities may be accommodated at the workplace.
"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." —Title IX
Office of Title IX

UT is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free from sexual misconduct, relationship violence, stalking, and retaliation.

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." —Title IX
What You Need to Know

- UT has a Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation
- You are a Mandatory Reporter
- You are Not Alone
Policy Highlights

Policy

• Section 1: Introduction
• Section 2: Care, Support, and Reporting Options
• Section 3: Procedures to Address Prohibited Conduct
• Section 4: Prohibited Conduct

Appendices

• Appendix A: Guide on case, support, and reporting options
• Appendix B: Consent
• Appendix C: Investigation & Resolution Procedures when the Respondent is a Student
• Appendix D: Investigation & Resolution Procedures when the Respondent is an Employee or a Third Party
• Appendix E: Guide of Mandatory Reporters
Mandatory Reporter Defined

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 & Bullying
Exceptions to Mandatory Reporting

• Received the information about Prohibited Conduct during a **public awareness event** such as “Take Back the Night,” candlelight vigil, protest, “survivor speak outs” or other public forum;

• Received notice of the incident during the student’s participation as a subject in an **Institutional Review Board**-approved human subjects research protocol; or

• Received notice through an **in-class discussion, a class paper, or other academic assignment**

*Student Health Clinic and Student Counseling Center staff are not mandatory reporters*
Campus and Area Resources

**MEDICAL CARE**
- Emergency 911
- Sexual Assault Center of East Tennessee 24/7 crisis line* 865-522-7273
- Student Health Center* 865-974-3648

**SUPPORT RESOURCES**
- Student Counseling Center* 865-974-2196
- 865-974-4357 (after hours)
- Sexual Assault Center of East Tennessee 24/7 crisis line* 865-522-7273
- Office of Title IX 865-974-9600
- 865-974-4357 (after hours)
- Family Justice Center 24/7 help line* 865-521-6336

**REPORTING**
- Emergency/UT Police 911 865-974-3114
- Office of Title IX 865-974-9600
- Student Conduct & Community Standards 865-974-3171

*confidential resource
You Are Part of the Solution

Faculty and staff are our first line of support and are critical to our ability to address sexual misconduct, relationship violence, and stalking.
Our Power in Our Prevention & Response

In your first weeks at UT, take the time to explore and complete the following:

• Office of Title IX Website – titleix.utk.edu
  • Complete the mandatory faculty and staff training
  • Review the Policy, Annual Report, Trends, Resources, Learn UT’s definition on consent

• Center for Health Education & Wellness Website – wellness.utk.edu @volshelpvols on Facebook, Instagram, and Twitter
  • Active Bystander Programs, Annual Events, Educational and Outreach Opportunities
Remember, You Are Not Alone

We are here to support you with any questions or concerns you may have. Do not hesitate to reach out to the Office of Equity and Diversity or Office of Title IX for questions, concerns, or more information.
Thank You!!!