Welcome Back!

* a 15-Minute OIE Overview

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The Office of Institutional Equity (OIE)

www.equity.uconn.edu

OIE ensures the University's commitment and responsibility to foster equitable working and learning environments, as outlined in the *Policy Against Discrimination, Harassment and Related Interpersonal Violence*. Areas of focus include:

1. ADA Compliance
2. Equal Employment/Affirmative Action (EEO/AA)
3. Title IX Compliance
4. Discrimination and Harassment Investigations
5. Training and Education
Accommodations under the ADA

People with Disabilities

• UConn is committed to achieving equal education and employment opportunity and full participation for people with disabilities.

• A person with a disability must be ensured the same access to programs, opportunities, and activities at the University as all others.

Reasonable Accommodations

• The University will make reasonable accommodations for the known limitations of otherwise qualified applicants and employees with disabilities.

• Employees can request workplace accommodations by contacting Human Resources.

• Center for Students with Disabilities coordinates student accommodations.

www.accessibility.uconn.edu
Search & Hiring, Retention & Promotion (AA/EEO)

• All individuals serving on a search committee must attend in-person Search Committee Training
  – UConn has an obligation and commitment to expend good faith efforts to diversify its staff and faculty workforce

• Retention and Promotion - Inclusive Excellence includes:
  – Engaged Leadership
    • Model a willingness to explore and address their own biases
    • Bring in speakers, trainers, articles, etc.
  – Mentoring, Coaching, and Sponsorship
    • Vital for members of traditionally underrepresented groups seeking advancement
  – Monitor & Address Department Climate Issues
Age and Religion

• Age Act
  – Concerns about a student’s access to or participation in any University program, service, or activity based on that student’s age may be raised to UConn’s Age Act Committee, coordinated by OIE
  – When a concern is submitted, the Age Act Committee will gather facts, deliberate and issue a decision on the student’s access or participation

• Religious Accommodations
  – UConn’s new Religious Accommodation Policy sets forth procedures governing religious accommodations in the work and learning environments
Title IX

www.titleix@uconn.edu

Responsible Employee Reporting Obligations*

Student Disclosures of:
• Sexual Assault
• Intimate Partner Violence
• Stalking

*Exceptions: course assignments; IRB research, public speak-out events
UConn Policy prohibits certain “amorous relationships”.

“Amorous Relationship” includes dating, sexual and/or any other type of amorous relationship, *and the prohibition includes proposals and invitations for such contact.*

Specifically, policy provides as follows:

- **Undergraduates:** All faculty and staff are prohibited from pursuing or entering into an amorous relationship with any undergraduate student.

- **Graduate Students:** All faculty and staff are prohibited from pursuing or entering into an amorous relationship with a graduate student actually under that individual’s authority. Also, graduate students are prohibited from entering into such relationships with students over whom they currently exercise authority.

- **Employees:** All faculty and staff are prohibited from pursuing or entering into an amorous relationship with employees whom they supervise.
If you witness or you receive a disclosure of a sexual assault, intimate partner violence or stalking, you must report this information as soon as possible to the Office of Institutional Equity (OIE).

WHEN TALKING TO THE VICTIM-SURVIVOR:

• Be direct about your obligation to report the assault to University officials pursuant to University Policy – “After we talk, I’m going to call OIE, an office that can help.”
• Remind her/him that your conversation will be private but not confidential
• Direct him/her to the resources listed at www.titleix.uconn.edu
• Encourage her/him to self-report to the UConn Police and the University (OIE) for investigation, but let her/him make that choice