

The Office of Institutional Equity (OIE)



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

www.accessibility.uconn.edu

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.

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

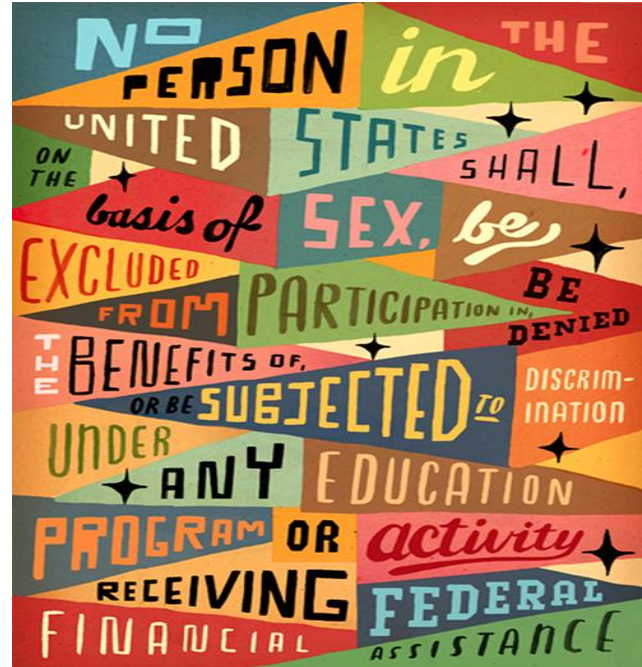
www.titleix@uconn.edu

Responsible Employee Reporting Obligations*

Student Disclosures of:

- Sexual Assault
- Intimate Partner Violence
- Stalking

*Exceptions: course assignments; IRB research, public speak-out events



“Amorous Relationships”

- ❖ 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.

Reporting and Responding to Sexual Assault, Intimate Partner Violence and Stalking

What to Do

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