

The Office of Institutional Equity (OIE)



Welcome to Academic Year 19-20!
a Brief 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

School of Fine Arts Context



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

- Human Resources coordinates employee accommodations.
- Center for Students with Disabilities coordinates student accommodations.
- OIE can assist with visitor accommodations, including in connection with SFA performances and events

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, Animals 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

- **Animals on Campus**

- Impacts in classroom, performance spaces and employment spaces: review Policy and consult OIE as helpful

- **Religious Accommodations**

- UConn's Religious Accommodation Policy sets forth procedures governing religious accommodations in the work and learning environments

The National Moment



#MeToo 'silence breakers' are **Time** magazine's person of the year

TIME'S UP



Time Magazine/Billy and Hells



Title IX

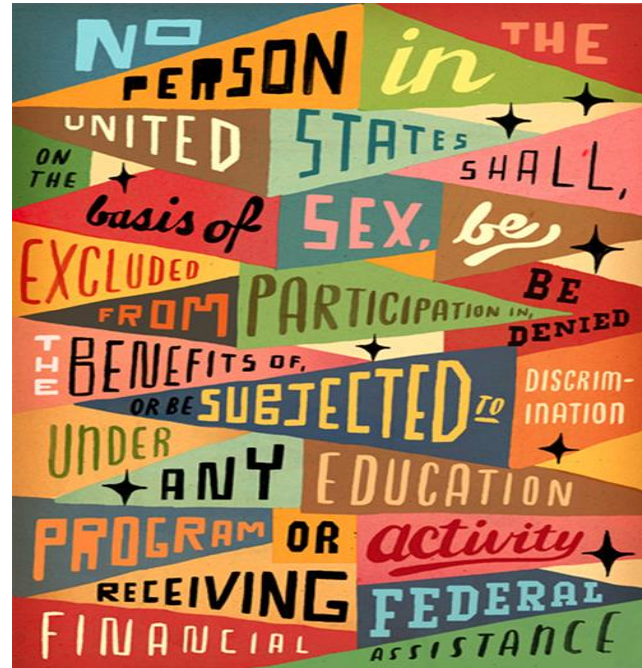
www.titleix.uconn.edu

Responsible Employee Reporting Obligations*

Student Disclosures of:

- Sexual Assault
- Intimate Partner Violence
- Stalking

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



Case Study

A student asks to speak with you privately. You've noticed this student has not seemed like themselves for weeks. The student tells you that they experienced a sexual encounter after rehearsal a few weeks ago with a classmate that they think was not consensual. Their memory of that night is a little blurry. The student doesn't know what to do next or where to go, but feels like they need some help and wants to better understand their options for next steps. They tell you they don't want you to do anything or tell anyone about this, but they also feel like they can't continue seeing this person in class and at rehearsals.

What do you do? Some things to consider include but are not limited to:

- Can you agree to keep this confidential?
- How do you respond in that moment? What about after the student leaves?
- Do you have a reporting obligation? Under what Policy?
- Should you talk to the other student?

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) pursuant to the Policy Against Discrimination.

When talking to a 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 them that your conversation will be private but not confidential
- Direct them to the resources listed at www.titleix.uconn.edu
- Encourage them to self-report to the UConn Police and the University (OIE) for investigation, but let them make that choice

Case Study Part Two

How (if at all) does your response to the case on the previous slide change if the student tells you the same story, but the person they had an encounter with is a UConn staff or faculty member?

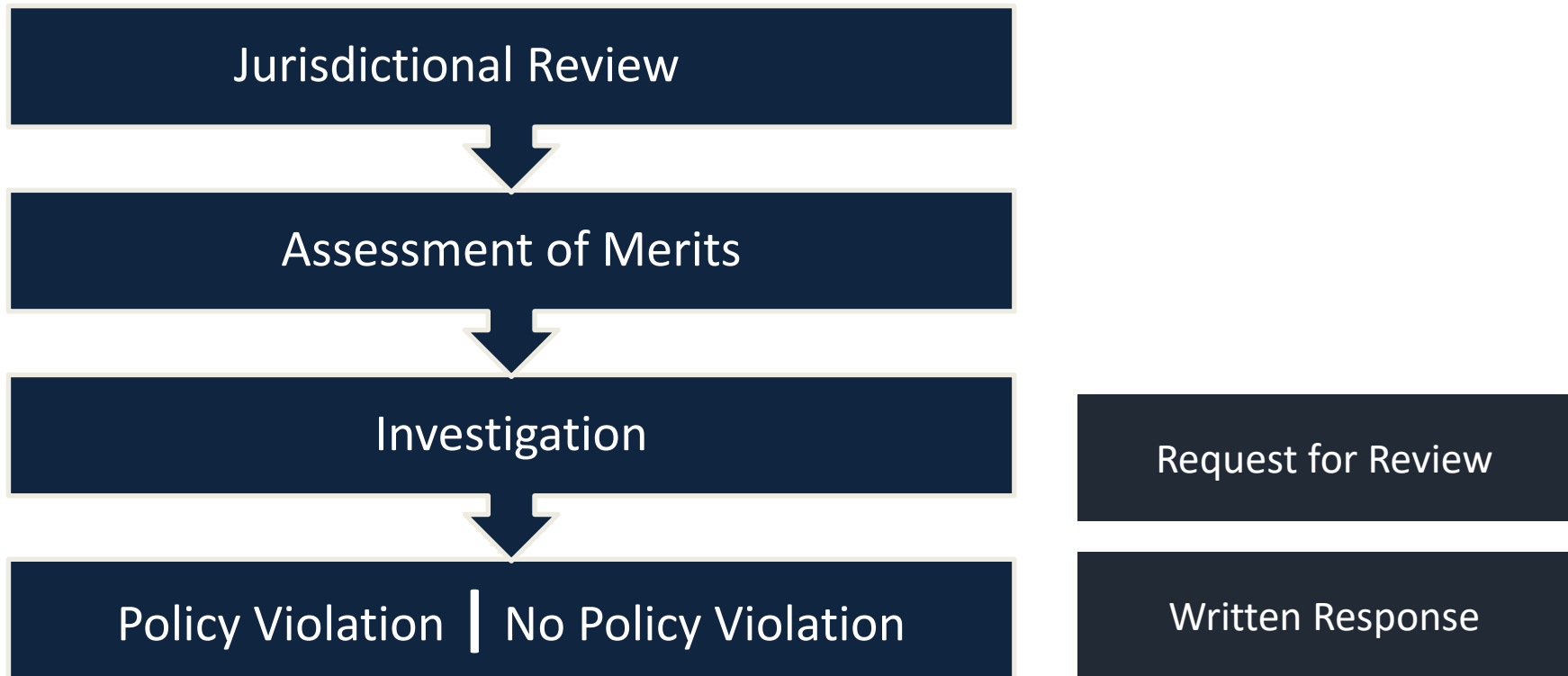
“Amorous Relationships”

- UConn Policy prohibits certain “amorous relationships” where power differentials exist between the parties.
 - **“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.

Manager Reporting Obligations

- Managers have **expanded reporting obligations** compared to non-supervisory faculty
- **Directors, Department Heads, Deans and Supervisors** are obligated to report to OIE:
 - ...all relevant details about an incident of Prohibited Conduct (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation) where either the Complainant or the Respondent is an Employee. **Reporting is required when . . . [managers] . . . know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.**

OIE Investigation Procedures: Discrimination and Harassment



Non-Retaliation Policy

- UConn's Non-Retaliation Policy (as well as state and federal law) protects anyone who reports discrimination or harassment and also individuals who participate in an investigation
- Retaliation includes actions that would dissuade a reasonable person from engaging in protected activities
- Fear of retaliation is a major barrier to reporting concerns
- Retaliation is strictly prohibited

Contact us Anytime!

Questions

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