

**University of North Carolina at Chapel Hill**

**Equal Opportunity and  
Compliance Office**

**Annual Report**  
**Aug. 2019 - July 2020**

*Policy on Prohibited Discrimination, Harassment and  
Related Misconduct and Policy on Prohibited Sexual  
Harassment under Title IX*



# **CONTENTS**

Introduction.....	2-3
Our Team.....	4
Our Approach.....	5
Education, Training, and Awareness.....	6
Awareness and Outreach.....	7
Equitable Employment Opportunities.....	8-9
The University’s Discrimination and Harassment Policies.....	10
Reports.....	10-12
Formal Investigations.....	12-18
Informal Reports, Resources, and Interim Protective Measures.....	18-21
Ongoing Initiatives .....	21
Appendix.....	22-24

# **INTRODUCTION**

The University of North Carolina Chapel Hill's (UNC or University) Equal Opportunity and Compliance Office (EOC) is one of the primary offices on campus charged with promoting a safe, equitable, and inclusive working and learning environment. We believe that universities, at their core, are places of personal exploration, professional development, and engaging academic achievement and that true learning and meaningful scholarship come from exposure to diverse perspectives and lived experiences. This belief is captured in UNC's

stated mission to "teach a diverse community of undergraduate, graduate, and professional students to become the next generation of leaders." This portion of UNC's mission can only be accomplished in a working and learning environment that is inclusive of people from all backgrounds. Accordingly, UNC is proudly an educational community of students, faculty, and staff of diverse identities, varied backgrounds, and limitless potential.

People of all races, religions, national origins, gender identities, ages, sexual orientations, abilities, and backgrounds are welcome at UNC. We strive to make our University the most inviting working and learning environment possible. As such, the University has no tolerance for harassment or discrimination of any kind.



While the entire University community plays a role in making UNC a welcoming place to live, learn, and work, the EOC is uniquely positioned to address concerns of discrimination and harassment. Specifically, the EOC oversees the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct, Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking (PPDHRM Policy). The EOC also oversees the University's new Policy on Prohibited Sexual Harassment under Title IX (Title IX Policy). In accordance with new federal regulations and with input from the campus community, the EOC developed the Title IX policy between May and August 2020, and it was adopted effective August 14, 2020. In addition to these policies, the EOC also oversees several other policies that provide accommodations to students, faculty, and staff based on religion, disability, and pregnancy. The EOC oversees and implements all of its policies by sharing information and providing educational opportunities about the policies; receiving reports of potential violations; coordinating measures that help protect safety and well-being; investigating reports and managing adjudication processes, including



recommending and implementing sanctions and remedies; and engaging in an interactive process for people needing accommodations.

Each year, the EOC prepares and publishes an Annual Report that contains information about reports of misconduct under the PPDHRM; specific initiatives taken by the University during the academic year to strengthen our policies and procedures; and our trainings, outreach, and resources. This Annual Report covers the EOC's work during the period of August 2019 through July 2020.

Like all members of the University community, the EOC faced new challenges during this period as a result of the COVID-19 pandemic. The EOC shifted to remote operations in March 2020 and continues to serve the community virtually with services being provided via Zoom, telephone, and other electronic means. In spite of these changes, the EOC remains committed to providing timely, trauma-informed, and accessible services to our community. One example of this commitment is the COVID-19 Accommodations process the EOC developed in the early months of the pandemic to ensure that members of our campus community who were at high risk of COVID-19 were able to request accommodations to allow them to remain safe while working.

As you will see in the pages that follow, the EOC works daily with campus partners with the goal of making UNC an inclusive and welcoming place to learn and work. We recognize the inherent worth and value in each of our students, faculty members, and staff members. The EOC is honored to have the opportunity to positively contribute to Carolina. While the EOC's physical office remains closed for the physical safety of our community, we remain committed to supporting you and can be contacted via phone or email. Let us know how we can help.

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## OUR TEAM



**Report and Response Coordinators:** There are three Report and Response Coordinators within EOC. They provide individuals reporting or responding to incidents of harassment and discrimination based on a protected status with resources and support options, including interim measures to address safety and well-being and can help individuals with making a formal report to the University and/or local law enforcement.

**Investigators:** There are four Investigators working within the EOC. Should an individual choose to pursue a formal investigation, Investigators will send both reporting and responding parties a written notice of the investigation. The Investigators will schedule times to talk with the reporting and responding parties individually, along with each witness, and will collect any additional information and evidence before concluding the investigation.

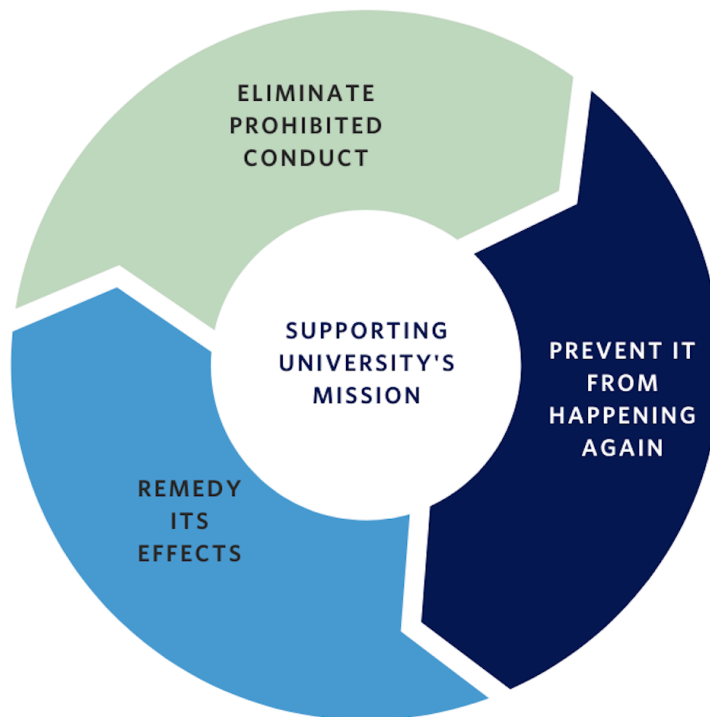
**Equal Opportunity Support:** The EOC Office helps ensure that employment decisions are based on skill and ability, and that qualified applicants and employees have equal opportunities for recruitment, selection, and advancement at Carolina. Staff members in EOC prepare and maintain Equal Employment Opportunity Plans in accordance with state and federal regulations that quantify the diversity of our workforce.

**Accommodations Support:** We have two staff members who facilitate the EOC accommodations process. These team members help employees and students with religious accommodations request, employees and applicants for employment with disability accommodations request, and with pregnancy accommodations requests.

# OUR APPROACH

EOC staff members treat every person with whom we interact with respect, dignity, and compassion. Members of the Carolina community who seek our services are often dealing with frustrating and/or traumatic experiences, and we approach each individual with an understanding ear and open mind. We aim to empower individuals with accurate information to inform their choices and to be a resource throughout the process of seeking accommodations, reporting misconduct, or exploring other avenues to promote belonging, equity, and access at Carolina.

Our work often involves students, faculty, and staff who are in conflict with each other, and we approach those cases from a position of neutrality and fairness. Our primary objective is to ensure that any person who has been impacted by prohibited discrimination, harassment, or related misconduct receives a prompt response from our office and resources to feel safe and to have equal access to their Carolina education or employment. When we determine a member of the Carolina community has engaged in prohibited discrimination, harassment, or related misconduct, we take action designed to eliminate the prohibited conduct, prevent its recurrence, and remedy its effects, while supporting the University's educational mission.



# EDUCATION, TRAINING, AND AWARENESS

The University provides training and education as part of its commitment to assure a comprehensive prevention, support, and response team. In support of that commitment, EOC provided trainings to hundreds of employees and students across the campus community in the 19-20 year.

These programs address types of prohibited conduct, bystander intervention, compassionate support and response, reasonable accommodations, and information regarding University's Policies and resources. The University also offers several additional trainings for students and employees that are related to the broad range of misconduct prohibited by the Policies.

Along with the many challenges of COVID-19, our office faced the particular challenge of transitioning all of our trainings to a digital format. While we have been successful at transitioning most of our offerings, trainings such as the Lunch and Learn series has been put on hold. These numbers are reflective of that transition.

## 19/20 Trainings BY THE NUMBERS

**132**

Americans with Disabilities  
Training participants

**1,171**

Responsible Employee  
Training participants

**313**

Helping Advocates for  
Violence Ending Now  
(HAVEN) participants

**1,956**

COVID-19-related  
Accommodations and  
Flexibility Training participants

**89**

Equal Employment  
Opportunity and Diversity  
Fundamentals (EEOFF) &  
Blueprint for Engaged  
Supervision Training (BEST)  
participants

**833**

Preventing Unlawful  
Discrimination and  
Harassment Training  
participants

**20**

Human Resources Office  
Onboarding participants

**242**

Custom Trainings

**68**

Lunch and Learn  
participants

In addition to these trainings, we offer an online training for  
search committees.

*\*See training descriptions in the Appendix*



# **AWARENESS AND OUTREACH**

In addition to training and education programs, EOC, in collaboration with campus partners, continues to focus on growing and improving the awareness of campus and community resources related to safety, equity, and inclusion. These efforts include:

## **19/20 Awareness & Outreach**

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### **DELTA ADVOCATES**

20 students served in the 2019 calendar year and 35 students served in the 2020 calendar year. Each participant received 35 hours of training. The 2020 cohort successfully managed the COVID-19 impact in continuing to provide support to their chapters and pivoting to remote meetings.

### **EMPOWERING CAROLINA**

173 people attended the fall 2019 Empowering Carolina program on building a mental health-friendly campus. A spring program was not held due to COVID-19.

### **HEELS UNITED FOR A SAFE CAROLINA**

EOC Staff lead 6 Heels United tabling events on topics related to stalking, consent, relationship violence and bystander intervention. The Heels United social media account was rebranded in August 2019.

### **SAFE.UNC.EDU**

The Safe at UNC website continued to be a comprehensive resource for information about gender-based harassment and discrimination, including sexual violence, interpersonal violence and stalking. EOC staff and campus partners began a redesign of the site in summer 2019.

### **TAR HEEL TRIBUTE**

The 6th annual Tar Heel Tribute was held in November 2019 honoring our Carolina students, faculty, and staff who are serving or have served in the armed forces.

*\*See program descriptions in the Appendix*

# **EQUITABLE EMPLOYMENT OPPORTUNITIES**

The EOC prepares annual State and Federal Equal Employment Opportunity Plans (the “Plans”) in accordance with our commitment to equal employment opportunities and as a compliance document fulfilling state and federal regulations as a federal contractor. The Plans shows the diversity of our workforce and describes our policies, practices, and procedures that are used to ensure equal employment opportunity at Carolina.

The report is derived from data compiled pursuant to federal reporting requirements mandated by the Office of Federal Contract Compliance Programs (“OFCCP”) in the U.S. Department of Labor, which requires Carolina to prepare and retain an Equal Employment Opportunity Plan. The Plans includes:

- **Work Force Analysis:** tabulation of the composition of the workforce by race and sex within organizational units.
- **Incumbency v. Availability Analysis:** comparison of the current workforce and census occupation availability data to determine whether women and minorities are underutilized within job group categories as required by Executive Order 11246.
- **Development of a Placement Goal:** identification of hiring opportunity areas where the diversity of the workforce does not reflect the diversity of the expected pool of qualified applicants. Such disparity reflects the underrepresentation of either women or one or more minorities, based on comparison of the sex and race of current employees to that of the available workforce of qualified individuals.

Additional required elements of the plan include:

- **Certification Statement**
- **Designation of responsibility for implementation**
- **Dissemination procedures**
- **EEO Achievements**
- **EEODF**
- **Identification of potential problem areas**
- **Attainment of previous placement goals**
- **Action-oriented programs and objectives**
- **Harassment prevention strategies**
- **Internal audit and reporting system**
- **Additional areas of evaluation**

The Plan reflects snapshot data as of October 31, 2020 and includes a total workforce of 16,324. The total workforce includes employees who have provided sex and race data, which is required for Plan analysis. The Federal Plan includes all Faculty, Non-Faculty EHRA and SHRA employees who are temporary and permanent, full-time, and part-time, non-student employees, while the State Plan only includes SHRA permanent, full-time, and part-time, non-student employees. The University's Work Force Analysis is reported by race and sex.

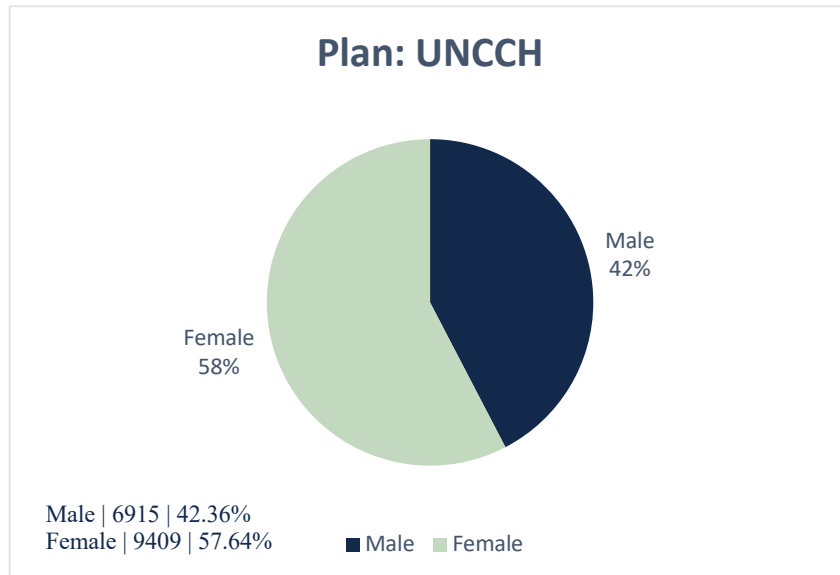
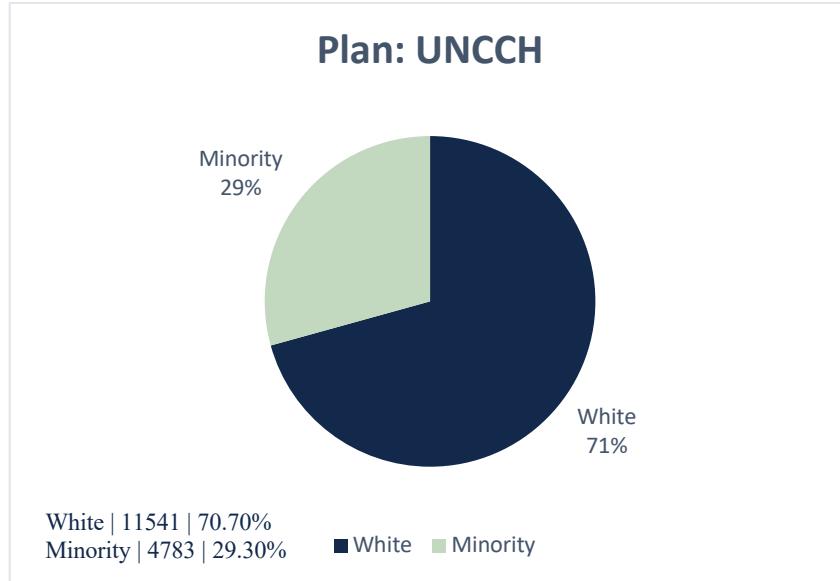
In addition to reflecting sex and race data, the University has incorporated workforce data regarding veterans and individuals with disabilities in the Plans.

The University continues to promote the voluntary self-identification of individuals with disabilities and veterans. Due to campaigns such as “Count Me In” and continuous training efforts, the University has made significant progress towards increasing the total number of employees who have self-identified. During the applicable period, the University reached its highest disability self-identification rate of 6.34% for all employees within the 2021 Federal EEO Plan.

# 2021 Federal EO Plan

## Overall Representation Chart

Analysis Data as of October 31, 2020





# THE UNIVERSITY'S DISCRIMINATION AND HARASSMENT POLICIES

Click here to view the [Policy on Prohibited Discrimination, Harassment and Related Misconduct \(The Policy\)](#).

Click here to view the [Policy on Prohibited Sexual Harassment under Title IX](#).

\*This policy went into effect in August 2020 and is not reflected in these reports.

## REPORTS

When EOC receives a report, the EOC staff, sometimes in consultation with a response team that may include UNC Police, the Dean of Students Office, and/or the Office of Human Resources evaluates the report to determine if it alleges a possible violation of the Policies and whether, consistent with University Policies and applicable law or guidance, further action is warranted based on the alleged conduct. The team determines whether there are immediate measures the University should take to protect individuals and the University community, including but not limited to interim suspension, campus and housing restrictions, or changes to work schedules. EOC is prepared to conduct a thorough investigation of each report it receives alleging a violation of the Policies; however, the Policies value, but cannot always accommodate, reporting parties' preference to simply receive resources and support. Accordingly, the reports EOC receives can be largely classified into two categories: (1) reports that require **formal investigations** or (2) **informal reports**.

If a reporting party who alleges a possible violation of the Policies requests that the EOC pursue an investigation and disciplinary action (or if the EOC determines an investigation is necessary), an EOC investigator will notify the parties of the investigation, interview the parties and witnesses, collect relevant evidence, produce an investigation report, and render a finding as to whether a Policy violation has occurred. The EOC investigator also recommends any needed appropriate sanctions and remedies. This **formal investigation** and adjudication process affords all parties due process and opportunities to present evidence, witnesses, and testimony on their own behalf. Throughout this

## Report is made

EOC & Response  
Team Conduct  
Initial Assessment

EOC Provides Interim Measures\*  
& Information about Resources  
& Processes to Reporting Party

### Investigation:

- EOC notifies parties of formal investigation
- Investigator conducts interviews, collects evidence, writes a report, issues findings
- EOC provides interim measures and resources to both parties throughout
- Outcome can include sanctions and remedies

### No Investigation:

- EOC may or may not notify Responding Party of report
- EOC gathers information to determine appropriate response
- Outcome can include interim measures for Reporting Party, education for Responding Party, or other appropriate informal response

\*Interim measures include academic accommodations, changes to housing, and/or no contact orders

process, the University offers appropriate support, resources, and accommodations to all parties involved.

Reporting parties sometimes request only needed support and interim measures and ask that the University refrain from moving forward with an investigation. Reporting parties often choose this path of resolution because they wish to keep the details of their experiences private rather than involve potential witnesses, do not want the responding party to be made aware they have made a

**"We must nurture  
an environment  
where all members  
of our community  
can live, learn and  
work without fear."**

Chancellor Kevin Guskiewicz

report, and/or otherwise do not want to pursue a formal investigation. EOC evaluates these requests in relation to campus safety and that of the parties involved. In those instances where there is not an apparent larger threat to campus, the University honors the request, and EOC provides information, support, and assistance with interim measures such as academic accommodations, changes to housing, and/or no contact orders, among other actions, with no formal investigation. EOC categorizes these instances as **informal reports**. Informal reports also include instances in which EOC determines informal resolution is appropriate.

The University will make every effort to respect an individual's choice regarding how to address the alleged conduct. However, when EOC determines that the facts and

circumstances reported constitute a threat to the campus community, the University is unable to honor a reporting party's request for informal resolution. To make this determination, the EOC (often with the assistance of response team members) considers multiple factors, including the nature and scope of the alleged conduct, whether the reported misconduct involves allegations of violence or the use of a weapon, and whether the report reveals a pattern of misconduct by the Responding Party. In these cases, EOC works with the reporting party to ensure they are aware of resources and continually informs them as the process moves forward.

**The data in this report capture the number of incidents reported to EOC under the Policy on Prohibited Discrimination, Harassment and Related Misconduct (The Policy). As a result, the numbers reported may vary from statistics provided in other reports and surveys.<sup>1</sup>**

The tables below delineate reports involving students and reports involving employees. In these tables, the reference to "involving" means that the individual was either a reporting or responding party. Some reports involve a student accusing another student or an employee accusing another employee. Other reports may include a student accusing an employee or an employee accusing a student. Reports that include both employees and students as parties are counted both in the data "involving students" and the data "involving employees."

**The Family Educational Rights and Privacy Act (FERPA) generally prohibits the University from disclosing information from student education records. FERPA broadly defines "education**

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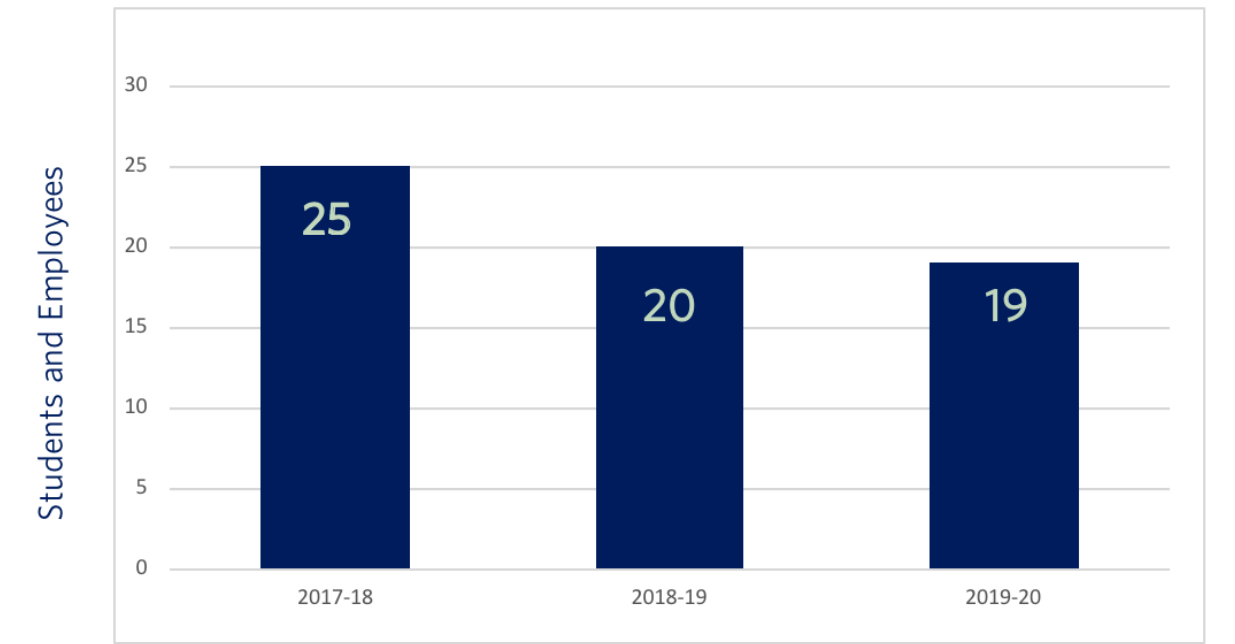
<sup>1</sup> For example, the University's Annual Security Report, published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, describes incident information reported to many different departments and law enforcement agencies for specific geographic areas and for specific allegations of criminal acts, whether or not the individuals involved chose to report the incident agreed to speak with the EOC.

records” as records maintained by the University that are “directly related” to a student. Accordingly, education records protected by FERPA include the existence of and student information contained in reports of harassment, discrimination, and related misconduct. FERPA also prohibits the University from disclosing data in cell sizes small enough to permit the disclosure of education record information that would identify individual students. As a result, the University reports statistical data about students only in numbers of six or more. To protect the private information of students this Annual Report provides statistical information consistent with the University’s general practice of reporting aggregate data in numbers of six or more.

Formal Investigations<sup>2</sup>

The data described below capture the number of **formal investigations** EOC conducted during the last three academic years. **Each investigation may have involved more than one allegation of prohibited conduct under the University’s Policy and more than one reporting party and/or responding party.** For example, one investigation may include allegations of sexual assault, sexual harassment, interpersonal violence, and stalking against the same responding party and may involve more than one reporting party. In that instance, the investigation is noted as one investigation in Table 1 and Tables 2a and 2b. Each allegation of misconduct within the one investigation is counted separately in Table 3a below. Reports of all forms of misconduct under the Policy are provided below, including but not limited to discrimination and harassment based on any protected status, sexual assault or sexual violence, and interpersonal violence.

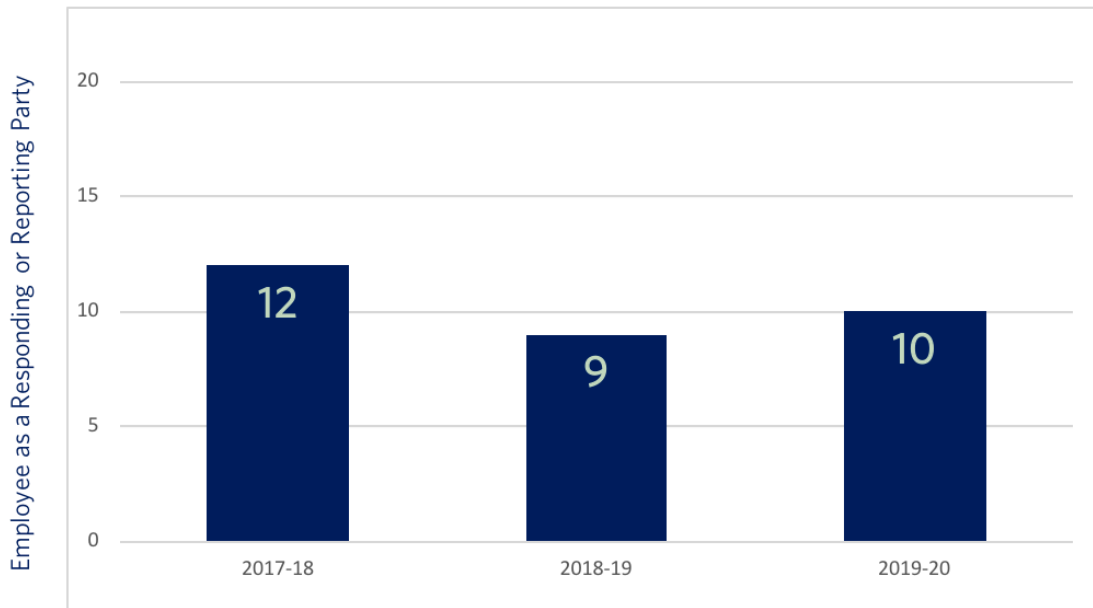
Total Formal Investigations<sup>3</sup>  
Table 1



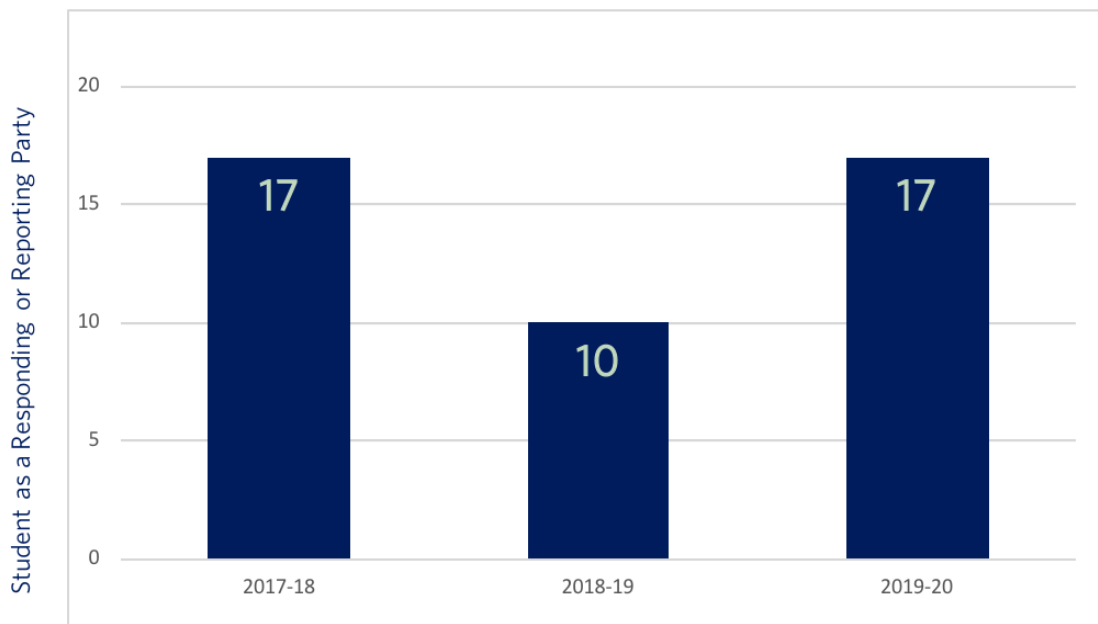
<sup>2</sup> Several formal investigations entailed multiple allegations involving multiple reporting and/or responding parties that were consolidated into one comprehensive investigation. If tabulated into separate investigations, the formal investigation numbers would be higher.  
<sup>3</sup> Each formal investigation may involve one or multiple allegations of prohibited conduct and one or multiple reporting parties and/or responding parties.



**Total Formal Investigations by Status<sup>4</sup> (All Types of Policy Misconduct)**  
**Table 2a**



**Table 2b**



<sup>4</sup> If the investigation involved both an employee and student as a reporting or a responding party, the investigation is counted in both Table 2a and 2b. The investigation is not counted twice in Table 1.

## Process for Investigating Student Misconduct

When EOC conducts a formal investigation for any allegation of misconduct by a student under the Policy, a trained and impartial investigator gathers facts and any available physical or documentary evidence. The investigator assesses the evidence and consults with other staff in the EOC office to determine whether, based on a preponderance of the evidence, a policy violation occurred. In cases where the investigator determines that a policy violation has occurred, the investigator also recommends a remedy and sanction.

Formal investigations for reports in which a student is accused of violating the Policy involve a resolution that results in one of three outcomes for each allegation that is the subject of the investigation: **(1) finding of a policy violation and proposed sanctions; (2) finding of no policy violation; or (3) voluntary resolution<sup>5</sup>**. Where both parties agree to the investigative finding and any recommended sanction, or where neither party requests further review, the outcome becomes final. When the reporting party chooses to appeal the investigative finding, the investigation report is reviewed by a designee of the Vice Chancellor for the Human Resources and Equal Opportunity and Compliance division. The designated reviewer may request additional investigative follow-up, affirm the investigative finding, or reverse the finding. If the responding party chooses to appeal the investigative finding and/or either party chooses to appeal the recommended sanction, the report will be forwarded to a Hearing Panel for reconsideration and adjudication and the Hearing Panel will make a decision based on the preponderance of the evidence. If the Hearing Panel affirms that a Policy violation occurred, the sanctions and/or remedies may be the same or different than those proposed by the original investigator.

Within the investigation and adjudication process, the University is federally obligated to assume an unbiased and objective role in evidence gathering, fact finding, and determining, by the preponderance of the available evidence, whether the alleged Policy violation occurred. EOC provides all parties a fair and impartial investigation and due process. Sometimes the information gathered supports a finding of violation of the Policy. In those cases, swift action is taken to address the conduct. Other times, the information is not sufficient to prove, by a preponderance of the evidence, that a violation of the Policy occurred. For all reports, regardless of the outcome, the University makes every effort to provide care, support, and resources to help maximize the success and well-being of our students and employees throughout their tenure at UNC-Chapel Hill.

The tables below reflect the number of formal investigations conducted by EOC that involved a student as either a reporting or responding party in the 2019-20 academic year and the related outcomes of those investigations. **Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy and more than one reporting party and/or responding party.** The data is disaggregated to illustrate the reports relating to behavior prohibited by Title IX (sex and gender discrimination, including sexual harassment and sexual violence, as well as interpersonal violence, stalking, and related retaliation), and reports relating to discrimination and harassment based on other protected statuses.

Table 3a reflects the Title IX-related reports, including specific types of allegations reported.

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<sup>5</sup> If a formal investigation is pursued initially, a reporting party can request to end the formal investigation and pursue voluntary resolution at any time. The EOC then assesses whether voluntary resolution is an appropriate means of resolution given the allegations involved.

Table 3a		Formal Investigations of Conduct Prohibited by Title IX and Related Forms of Misconduct Involving Students in 2019-2020 <sup>6</sup>			
Total Number of Investigations <sup>7</sup>		14			
Total Number of Investigations Resulting in a Policy Violation or Voluntary Resolution		7			
Total Number of Allegations Investigated		19			
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations	Voluntary Resolutions
	Sexual Assault	*	*	*	*
	Interpersonal Violence	7	*	*	0
	Stalking				
	Sexual Exploitation				
	Sex or Gender Discrimination/Harassment	7	*	*	0
	Related Retaliation and Misconduct				
	Total	19	8	11	*
Total Number of Allegations Resulting in a Policy Violation or Voluntary Resolution		9			
Number of Students found in Violation of the Policy		*			
Sanctions and Corrective Actions Resulting from Students found in Violation		Ranged from sanctions that impacted the student's status at the University, such as indefinite suspension or suspension for a defined period of time to other corrective measures, such as an educational requirement, modified schedule and/or a no-contact order (some in combination).			
Number of Employees found in Violation of the Policy		*			
Sanctions and Corrective Actions Resulting from Employees found in Violation		Sanctions included termination and/or voluntary resignation.			

\* Indicates five or fewer<sup>8</sup>

## Process for Investigating Employee Misconduct

Formal investigations for which an employee is accused of violating the policy involve a resolution that results in one of two outcomes for each allegation that is the subject of the investigation: **(1) a finding of a Policy violation and proposed corrective action, or (2) a finding of no Policy violation.** When an employee is found to have violated the Policy after a formal investigation, EOC makes recommendations for remedies and sanctions. Under the procedures in effect for the 2019-20 academic year, the employee's department or unit has the ultimate authority to determine the appropriate disciplinary action, and the employee may appeal the disciplinary action through a separate grievance process applicable to their employment category (e.g., faculty may appeal through the Faculty Hearings Committee, an SHRA employee may appeal through the SHRA

<sup>6</sup>This table includes all formal investigations in which a student was involved as the reporting or the responding party. If the investigation also involved an employee, it is included both in Table 3a and Tables 4a/4b.

<sup>7</sup> Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy and more than reporting party and/or responding party.



grievance process, an EHRA employee may appeal through the EHRA grievance process). **Again, each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy and more than one reporting party and/or responding party.** Voluntary resolution was not available as a path of resolution in the procedures for reports against employees in the 2019-20 period; however, in some instances, a report may be resolved informally, or an employee may choose to resign or take other corrective measures while an investigation is pending. If an employee chooses to resign while an investigation is pending, EOC will continue the investigation until it is complete.

The tables below reflect the number of formal investigations EOC conducted that involved an employee as either a reporting or responding party in the 2019-20 academic year and the related outcomes of those investigations. The data is disaggregated to illustrate the reports relating to behavior prohibited by Title IX (sex and gender discrimination, including sexual harassment and sexual violence, as well as interpersonal violence, stalking, and related retaliation) and reports relating to discrimination and harassment based on other protected statuses. Table 4a reflects the Title IX-related reports, including specific types of allegations reported. Table 4b provides information relating to reports of discrimination based on age, color, disability, national origin, race, veteran status and/or religion.

Table 4a		Formal Investigations of Conduct Prohibited by Title IX and Related Forms of Misconduct Involving Employees in 2019-2020 <sup>9</sup>		
Total Number of Investigations <sup>10</sup>		6		
Total Number of Investigations that Resulted in Finding a Policy Violation		*		
Total Number of Allegations		8		
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations
	Sexual Assault	0	0	0
	Interpersonal Violence			
	Stalking			
	Sexual Exploitation			
	Sex or Gender Discrimination	*	0	*
	Sexual Harassment	*	*	*
	Related Retaliation and Misconduct	*	0	*
	Total	8	*	*
Total Number of Allegations that Resulted in Finding a Policy Violation		*		
Number of <b>Students</b> found in Violation of the Policy		0 <sup>11</sup>		
Sanctions and Corrective Actions Resulting from Students found in Violation		0		
Number of <b>Employees</b> found in Violation of the Policy		*		
Sanctions and Corrective Actions Resulting from <b>Employees</b> found in Violation		Sanctions included termination and/or voluntary resignation.		

<sup>9</sup> This table includes all formal investigations in which an employee was involved as the reporting or the responding party. If the investigation also involved a student, it is counted both in Table 3a and Tables 4a/4b.

<sup>10</sup> Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy and more than one reporting party and/or responding party.

<sup>11</sup> There were no reports in this category in which an employee accused a student of violating the Policy.

\* Indicates five or fewer (see footnote 11)

Table 4b		Formal Investigations of Discrimination or Harassment Based on Age, Color, Disability, National Origin, Race, Religion, or Veteran Status as the Protected Status Involving Employees in 2019-2020 (Does Not Include Sex or Gender Discrimination Included in Table 4a)		
Total Number of Investigations <sup>12</sup>		*		
Total Number of Investigations Resulting in a Policy Violation		*		
Total Number of Allegations <sup>13</sup>		6		
Outcomes	Allegations by Type of Misconduct	Total Allegations	Policy Violations	No Policy Violations
	Disability/Failure to Accommodate	*	0	*
	Race	*	*	*
	Color	0	0	0
	National Origin	*	0	0
	Veteran Status	0	0	0
	Age	0	0	0
	Religion	0	0	0
	Related Retaliation and Misconduct	*	0	*
	Total	6	*	*
Total Number of Allegations that Resulted in a Policy Violation		*		
Total Number of No Policy Violations		*		
Number of Employees found in Violation of the Policy		*		
Sanctions and Corrective Actions Resulting from Employees found in Violation		Corrective actions included termination.		

\* Indicates five or fewer (see footnote 11)

## Sanctions, Corrective Actions, and Remedies

Where EOC determined Policy violations as described in the charts above, students and employees received sanctions and corrective actions, often in combination. Sanctions and corrective actions for students in the 2019-20 academic year included indefinite suspension, suspension for a defined period of time, orders of no-contact, restrictions from campus, and behavior management education. In the same academic year, the following sanctions and corrective actions were issued to employees: termination and/or voluntary resignation. Given the broad range of prohibited behaviors under the Policy, sanctions and corrective actions are tailored to the facts and circumstances of each report, the impact of the misconduct on the reporting party and surrounding community, and accountability for the responding party. EOC also identifies remedies to address the effects of the conduct on the reporting party, to restore safety and well-being to the entire University community, and to maximize

<sup>12</sup> Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy.

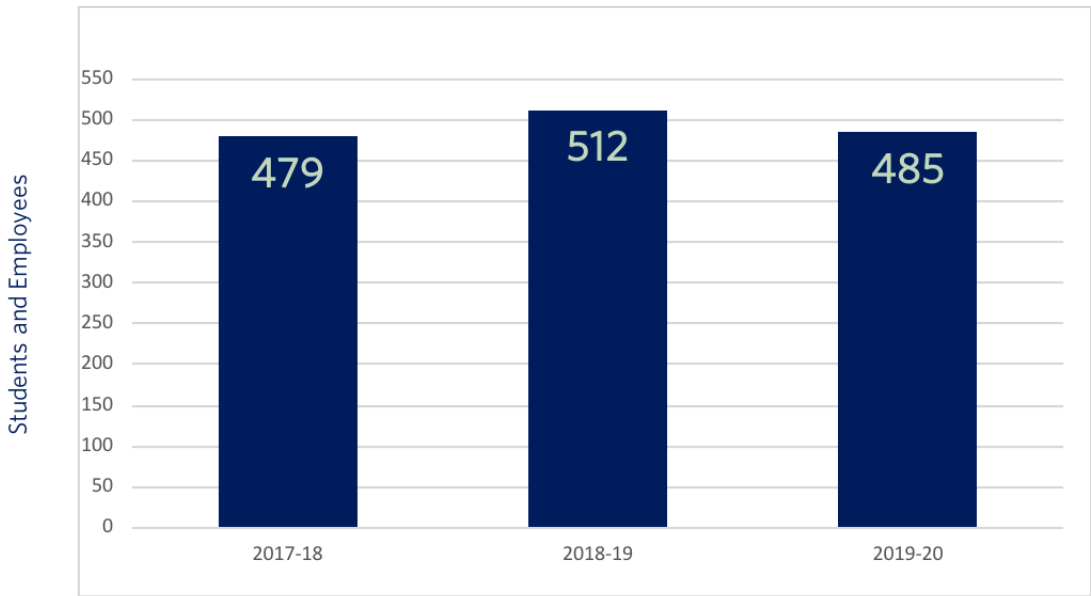
<sup>13</sup> As part of the employee grievance process, one reporting party may select boxes on a grievance form indicating discrimination based on disability, age, race, religion, gender, sex and veteran status by multiple persons allowing reporting parties to allege discrimination against multiple responding parties based on multiple types of protected statuses.

the reporting party’s educational and employment opportunities. Such remedies have included, but are not limited to, academic, housing, and employment accommodations; housing and parking arrangements; reassignment of the responding party’s housing or employment duties; and educational programs or climate assessments targeted to specific groups or departments. In some cases, the University resolved reports between students through voluntary resolution.

## Informal Reports, Resources, and Interim Measures

The following data captures the number of informal reports EOC received during the last three academic years. Informal reports include instances in which EOC determines informal resolution is appropriate and instances in which a reporting party requests no formal action. As stated above, in each instance, the reporting individuals **were informed of, offered, and provided available support and interim measures as needed and appropriate** (e.g., academic accommodations, changes to housing, changes to class or work schedules).

**Informal Reports<sup>14</sup>**  
Table 5



**Informal Reports by Status (All Types of Alleged Misconduct)<sup>15</sup>**  
Table 6a

<sup>14</sup> Each informal report may involve one or more allegations of prohibited conduct and one or multiple reporting parties and/or responding parties.  
<sup>15</sup> If the informal report involved both an employee and student, the report is included in both Table 6a and Table 6b; however, the report is counted only once in Table 5.

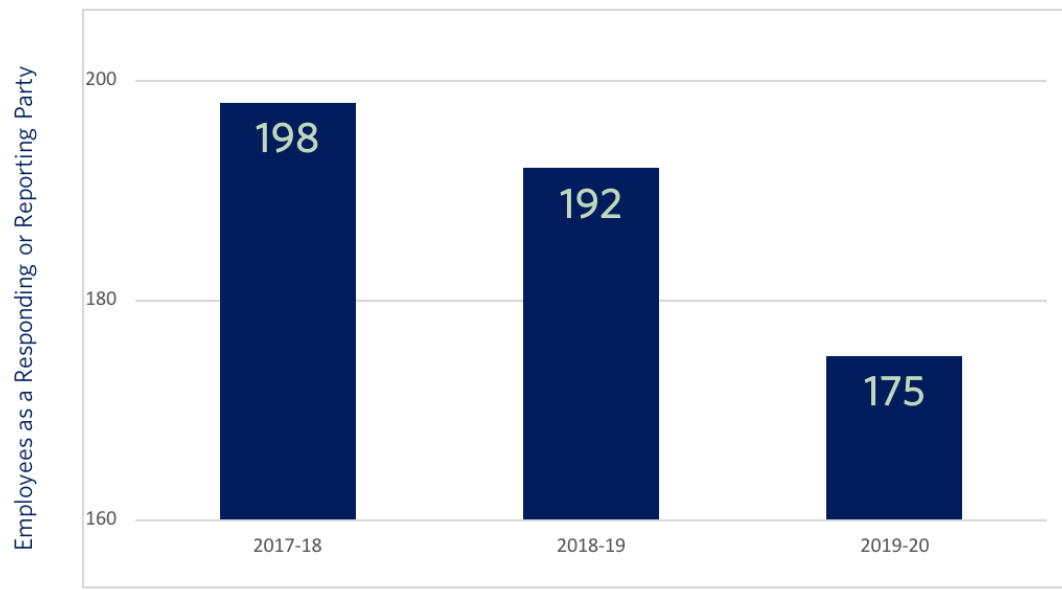


Table 6b

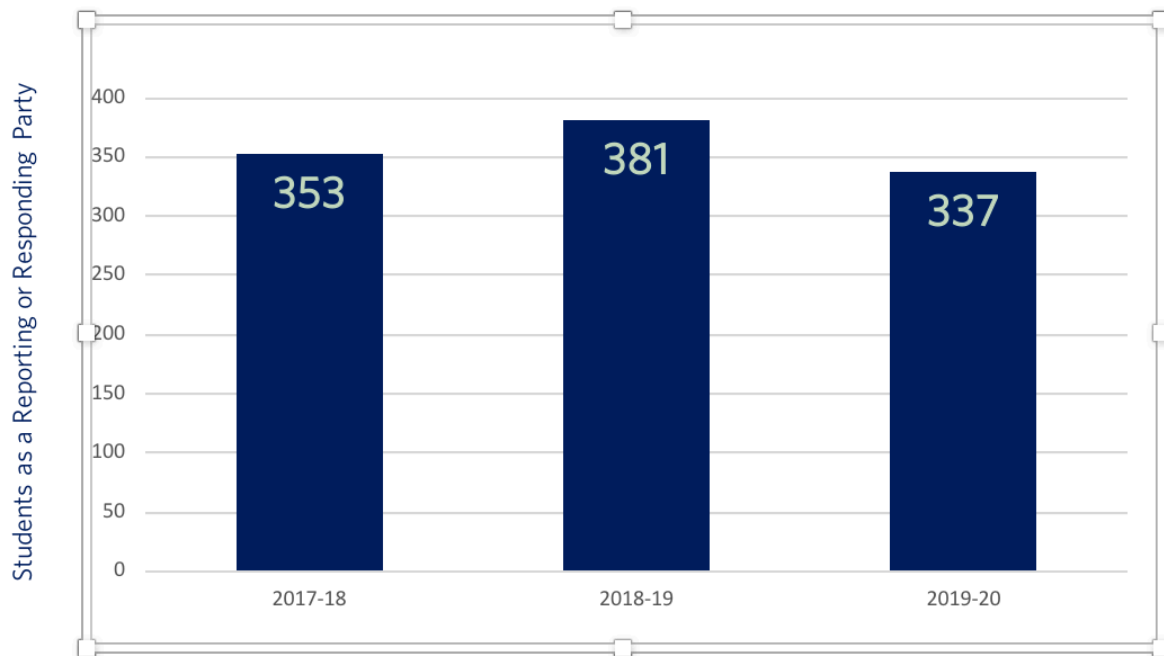




Table 7	Informal Reports by Specific Type of Allegation of Misconduct <sup>16</sup>					
Table 7a	Employees as Reporting or Responding Parties	2019-2020		Table 7b	Students as Reporting or Responding Parties	2019-2020
Types of Alleged Policy Misconduct				Types of Alleged Policy Misconduct		
Sexual Assault		2		Sexual Assault		92
Sexual Harassment		51		Sexual Harassment		111
Sex or Gender Discrimination		17		Sex or Gender Discrimination		16
Interpersonal Violence		2		Interpersonal Violence		47
Stalking		9		Stalking		49
Sexual Exploitation		0		Sexual Exploitation		0
Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status		82		Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status		59
Other types of conduct not based on protected status		9		Other types of conduct not based on protected status		12

\* Indicates five or fewer (see footnote 11)

The Policy emphasizes providing for the care and well-being of students and employees through interim protective measures and confidential support resource. Interim protective measures (e.g., academic accommodations, changes to housing, changes to class or work schedules), may provide critical assistance to those who report having experienced discrimination, harassment, retaliation, and/or violence. EOC's Report and Response Coordinators facilitate interim measures and can describe and connect students and employees to any of the resources below.

The University and surrounding community have many resources dedicated to supporting the campus community's safety and well-being, as well as fulfilling the University's Equal Opportunity and Title IX responsibilities. Each resource described below (and set forth in the University's Policy) meets a unique need. Individuals may use or request as many or as few of these options as needed.

#### **Confidential Medical Support: Care and Evidence Collection**

Campus Health Services and the Emergency Department at UNC Hospitals can provide evidence collection, treatment of injuries, and medication for sexually transmitted infections and pregnancy prevention. Forensic exams can be obtained up to five days after an assault.

#### **Confidential Support: Emotional and Psychological Support**

The ComPsych Employee Assistance Program (for employees), Counseling and Psychological Services (CAPS) (for students), the Gender Violence Services Coordinators (for students and employees), and the University Ombuds Office (for students and employees) are confidential resources that offer emotional and/or psychological support. Confidential community resources, such as the Orange County Rape Crisis Center and Compass Center for Women and Families, are also available, and University staff members can connect individuals to these resources.

<sup>16</sup> If the informal report involved both an employee and a student, it is included in both Table 7a and Table 7b. Also, each report may have involved one or more allegations and therefore the numbers in Table 7a and 7b do not match the overall numbers in Tables 5 and Table 6a/b.

**Law Enforcement: Criminal Investigation**

At any time, students and employees can call 911 for protection and to initiate a criminal investigation. When 911 is dialed from campus, UNC Police responds. UNC Police informs the necessary University staff of relevant incidents. Similarly, University staff work closely with local law enforcement agencies to support individuals who report that they have experienced violence or criminal conduct off campus and want to report to law enforcement.

**University Reporting: Campus Protective Measures and Proceedings**

Reporting to the University involves exploring all reporting and support options, including the option to seek a formal investigation and adjudication process under the University's Policy and/or accessing or utilizing any available interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. Individuals are encouraged to make reports to the Report and Response Coordinators, Title IX Compliance Coordinator, or the Director of EOC. These individuals and staff within EOC are well trained on how to respond to reports, document incidents, and conduct investigations.

Students and employees may obtain confidential support whether or not they report an incident to the University or to law enforcement.

## Ongoing Initiatives

***UNC websites undergo digital accessibility scans:*** In April 2020, the Digital Accessibility Office began conducting scans of regularly visited websites on campus for accessibility violations. The scans were part of the ongoing compliance review by the Department of Education's Office of Civil Rights following a complaint of University websites being inaccessible to people with disabilities. The EOC and Safe at UNC websites both underwent scans, revisions, and were found in compliance as of January 2021.

***New Title IX Policy:*** In May 2020, The U.S. Department of Education released new regulations governing campus response to sexual harassment under Title IX. In August 2020, the University adopted the Policy on Prohibited Sexual Harassment under Title IX in compliance with the regulations. Once in place, the EOC Office held an hour-long webinar for the campus community to communicate about the new policy.

***Clery Act Compliance:*** In June 2020, the University reached a settlement agreement with the Department of Education following a review of campus crime reporting that began in 2013 and ended in August 2019. The review cited violations in areas including collecting, compiling, and reporting crime statistics, defining campus geography to meet Clery Act standards, issuing timely warnings, and including required information in annual security and fire safety reports.

***UNC Gender-Based Violence Prevention Advisory Group:*** In June 2020, the UNC Gender-Based Violence Prevention Advisory Group was convened. The group serves as a standing committee that establishes goals and desired outcomes for prevention and monitors progress.

***U.S. Supreme Court Ruling:*** In January 2021, the U.S. Supreme Court denied UNC-Chapel Hill's request to review the North Carolina Supreme Court's ruling that certain University records related to sexual misconduct cases must be made available to the public. The U.S. Supreme Court's 2021 decision not to address the N.C. Supreme Court's 2020 ruling is final and marks a close to the case.

# Appendix

## EOC Sponsored Programs with Descriptions

***Americans with Disabilities Training:*** This session is offered by EOC and is designed to provide an overview of the Americans with Disabilities Act of 1990 (ADA) and ADA Amendments Acts of 2008. The session also increases awareness of the University's Reasonable Accommodations in Employment Policy and familiarizes employees and supervisors with their responsibilities and available resources. Accessibility Resources & Service (ARS) also offers customized training programs throughout the year upon request to departments and organizations regarding reasonable accommodations, resources, and services for undergraduate and graduate/professional students with disabilities.

***Blueprint for Engaged Supervision Training (BEST):*** EOC partners with the Office of Human Resources to provide BEST, which is a training session required for all first line supervisors of SHRA employees. The session provides in-depth education about harassment and discrimination, covering hostile environment and quid pro quo harassment. The program also identifies inappropriate workplace behaviors, requirements for religious holidays and other religious accommodations, and reasonable accommodations for disabilities under the ADA. Participants discuss employee and supervisory responsibilities in these areas, receive guidance on how to maintain an inclusive and respectful work environment, and learn information about reporting options and support resources.

***Equal Employment Opportunity and Diversity Fundamentals (EEDF):*** This comprehensive 7-hour program provides UNC-Chapel Hill and external State of North Carolina management staff with knowledge of equal employment opportunity laws and hands on experience understanding managerial roles and responsibilities in identifying and eliminating discrimination and harassment in the workplace. The training also provides an overview of the services and resources EOC offers, as well as other reporting options and support resources.

***HAVEN (Helping Advocates for Violence Ending Now):*** HAVEN is a collaboration between EOC, the Carolina Women's Center, the Office of the Dean of Students, and Student Wellness. This training provides students, faculty, and staff with tools to be an ally to someone who has experienced sexual or interpersonal violence or stalking. The three-hour training emphasizes the importance of listening, responding compassionately, and connecting those affected by violence to resources on campus and in the community.

***New Student Orientation:*** EOC's session during New Student and Family Program's Orientation program emphasizes the expectation that members of the Carolina community conduct themselves in a manner that promotes honor, integrity, safety, and respect and welfare of others. New students learn that discrimination, harassment, and related forms of misconduct are strictly prohibited at Carolina. Students also learn about the definition of "consent" under the Policy, campus resources, and how to help a friend in need.

***Human Resources Office Onboarding:*** This program is designed for new human resources representatives and part of the program includes an overview of the services and resources EOC offers to the campus community. The session also provides definitions of harassment and discrimination, identifies inappropriate workplace behaviors, defines employee and supervisory responsibilities when made aware of alleged discrimination and harassment in the workplace, and provides information about reporting options and support resources.

### ***Lunch and Learn Sessions***

Open to all students and employees, this program provides an overview of the services and resources EOC offers and explores the types of conduct that constitute harassment and discrimination. The courses covered sexual harassment awareness and response, the Americans with Disabilities Act, race and religious discrimination and harassment prevention as well as the Policy on Prohibited Discrimination, Harassment and Related Misconduct.

***Preventing Unlawful Discrimination and Harassment:*** Available for all university employees, this session increases awareness about and provides guidance regarding the types of behavior that constitute harassment and discrimination. The session provides an overview of what characteristics or “protected statuses” are covered by the Policy and relevant law, identifies inappropriate workplace behaviors, defines employee and supervisory responsibilities when made aware of alleged discrimination and harassment in the workplace, and provides information about reporting options and support resources. EOC also offers a session focused solely on sexual and gender-based harassment and discrimination and a session dedicated to information about harassment and discrimination based on religion, race, color and national origin.

***Responsible Employee Training:*** The University conducts mandatory annual training for “Responsible Employees” under the Policy. Employees with administrative or supervisory responsibilities on campus or who have been designated as Campus Security Authorities are Responsible Employees. See the [Policy](#) for more information.

***Search Committee Training:*** This training session provides search committees with relevant information regarding the search committee’s function and responsibility for ensuring a fair and inclusive employee recruitment process. It includes a discussion about the University’s Equal Opportunity Plan as well as information about implicit bias and how it may impact recruitment and hiring decisions.

***Harassment and Discrimination Prevention Training:*** Tailored for supervisors and non-supervisors, the module raises awareness about harassment and discrimination by providing insights on how to appropriately respond and report misconduct, provides practical tips for safe and positive bystander intervention, and walks learners through interactive scenarios and strategies for promoting a harassment-free workplace. The module also covers how to identify and report sexual and interpersonal misconduct, including sexual assault, domestic and dating violence, and stalking, where either students or employees are impacted.

***Custom Training:*** EOC and many of the other departments referenced above also coordinate and direct custom training and consulting services for groups and units on or connected to campus. These programs include, but are not limited to, targeted outreach to student-athletes and coaches, the Greek community, and residence hall directors and communities. Custom training also includes the “Lunch and Learn” topical sessions discussed above, *Discrimination and Harassment Prevention in the Workplace* and *Preventing Unlawful Discrimination and Harassment*.

### ***Awareness and Outreach***

In addition to training and education programs, the University has continued to focus on growing and improving the awareness of campus resources among students and expanding the network of people and offices who can distribute information, lend expertise, and aid in efforts related to both service delivery and prevention. These efforts include:

***Delta Advocates:*** EOC, the Carolina Women’s Center, the Office of Fraternity & Sorority Life and Community Involvement, and Student Wellness partner to organize the Delta Advocates program.

Delta Advocates are women-identified students in the Greek community who are trained to provide an empathetic and informed response to survivors of sexual and interpersonal violence. Delta Advocates support an environment where their peers can freely discuss their experiences and learn about support and reporting resources on campus and in the community. Delta Advocates collaborate with campus and community partners to engage the Greek community in campus prevention efforts. They strive to create space for open and meaningful dialogue around interpersonal and sexual violence and empower members to be active participants in creating a safer and more supportive Greek community at Carolina.

***Empowering Carolina:*** EOC and ARS formally launched the Empowering Carolina program in spring 2016 to raise awareness of resources, services, policies, and programs on campus for individuals with disabilities

***Heels United for a Safe Carolina:*** An awareness campaign that supports the University's commitment to a safe and welcoming Carolina – a campus that is free from discrimination and harassment, sexual assault, interpersonal violence, and stalking. The campaign raises awareness of these issues and provides information about prevention efforts, available resources, and University policies.

***Safe.unc.edu Website:*** The University continues to provide up to date content on the [safe.unc.edu](https://safe.unc.edu) website, which is the main online portal for University students, faculty, staff, and visitors to learn about resources and reporting options related to discrimination, harassment, sexual violence, interpersonal violence, and stalking. The website is designed to help streamline resource, reporting, and program information for students and employees.

***Tar Heel Tribute:*** An annual program hosted by the EOC office, the Office of the Dean of Students, and the Office of Human Resources that celebrates Carolina's veterans and active duty military members. The program provides information about campus resources and policies for student and employee veterans.