

University of North Carolina at Chapel Hill

**Equal Opportunity and
Compliance Office (EOC)
Annual Report**

Aug. 2020 - July 2021

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



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INTRODUCTION

The Equal Opportunity and Compliance Office (EOC) at the University of North Carolina Chapel Hill (UNC or University) is one of the primary offices on campus charged with promoting a safe, equitable, and inclusive working and learning environment. We believe that universities 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 implements the University's *Policy on Prohibited Discrimination, Harassment and Related Misconduct* (PPDHRM Policy) and the University's *Policy on Prohibited Sexual Harassment under Title IX* (Title IX Policy). In addition to these policies, the EOC also implements several other policies that provide accommodations to students, faculty, and staff based on religion, disability, and pregnancy.

The EOC administers 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 Policy and Title IX Policy; specific initiatives are 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 2020 through July 2021.

Like all members of the University community, the EOC faced continuing challenges during this period because of the COVID-19 pandemic. The EOC shifted to remote operations in March 2020 and returned to a hybrid remote/on campus schedule in July 2021. EOC staff navigated evolving University COVID-19 guidelines to continue providing the University community with timely, trauma-informed, and accessible services.

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.

Equal Opportunity and Compliance Office

Campus Box 9160
Chapel Hill, NC 27599
919.966.3576
eoc@unc.edu

Becci Menghini

Vice Chancellor for Human Resources and Equal Opportunity and Compliance

C. Elizabeth Hall

Associate Vice Chancellor for Equal Opportunity and Compliance / Title IX Coordinator

OUR OFFICE

The EOC Office is located on the second floor of 214 W. Cameron Ave., Chapel Hill, NC 27599. You can contact EOC by phone (919-966-3576), email (eoc@unc.edu), or by filling out the [online reporting form](#). Additional information about EOC staff is below.

Report and Response Coordinators

There are four Report and Response Coordinators (RRCs) in the EOC, as well as a Director of Report and Response who manages the RRC team. The RRCs provide individuals reporting or responding to incidents of harassment and discrimination based on a protected status with resources and support options, including supportive measures to address safety and well-being. The RRCs can help individuals with making a formal report to the University and/or local law enforcement.



Equal Opportunity and Compliance Office located on 214 W. Cameron Avenue.

Investigators

There are six Investigators in the EOC. If an individual chooses to pursue a formal investigation, Investigators will send both reporting and responding parties a written notice of investigation, will interview parties and witnesses, and will collect any additional information and evidence before concluding the investigation. In July 2022, a Director of Investigations joined the EOC team to lead the Investigations team.

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

As of May 2022, there are two Accommodations Specialists in the EOC who facilitate the EOC accommodations process. These team members help employees and students with religious accommodations requests, employees and applicants for employment with disability accommodations requests, and with pregnancy accommodations requests. In July 2022, a Director of Equal Opportunity/ADA Coordinator joined the EOC team to lead the Accommodations team.

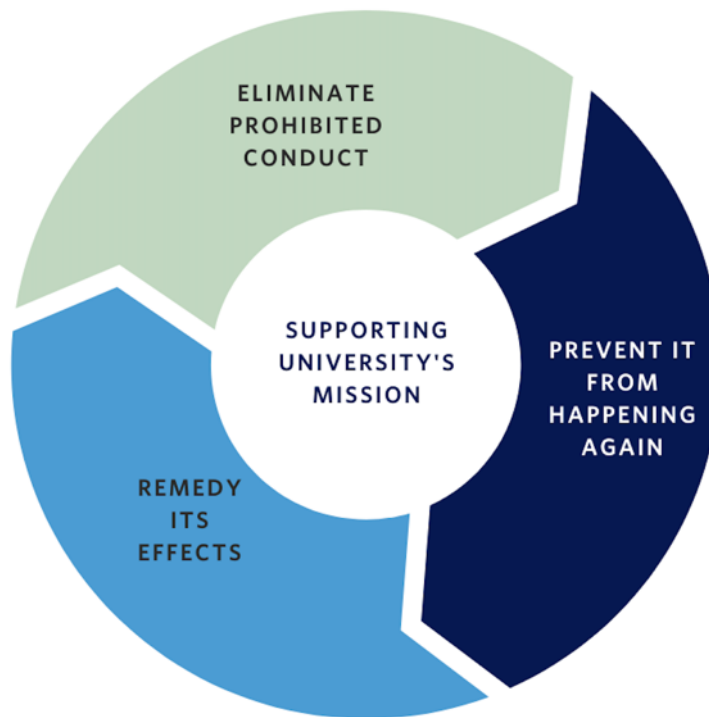
OUR APPROACH

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 an 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 one another, 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. Actions taken generally are not made public due to applicable privacy laws.



EDUCATION, TRAINING, AND AWARENESS

The University provides training and education as part of its commitment to helping build a safe and inclusive campus. In support of that commitment, EOC provided trainings to hundreds of employees and students across the campus community in the 2020-21 year.

The COVID-19 pandemic changed how the EOC conducted trainings for the 2020-21 school year. With in-person trainings no longer an option, the EOC shifted to training students, faculty and staff online. EOC staff created a new online Helping Advocates for Violence Ending Now (HAVEN) training and trained 313 University members during the 2020-21 year. The EOC continued to offer Responsible Employee, Search Committee, and Prohibiting Discrimination and Harassment trainings through online platforms, ensuring that faculty and staff received training on creating and maintaining inclusive and safe workspaces. In addition to these trainings, the EOC offered live virtual trainings by request on topics such as campus resources and supports, EOC policies, bystander intervention, preventing sexual harassment, and other related topics. The EOC trained over 2500 University members during the 2020-21 school year, and as the University began to look to bringing students, faculty, and staff to campus, the EOC conducted multiple campus-wide COVID-19 Accommodations and Return to Campus trainings that reached over 1400 participants.

See training descriptions in the Appendix

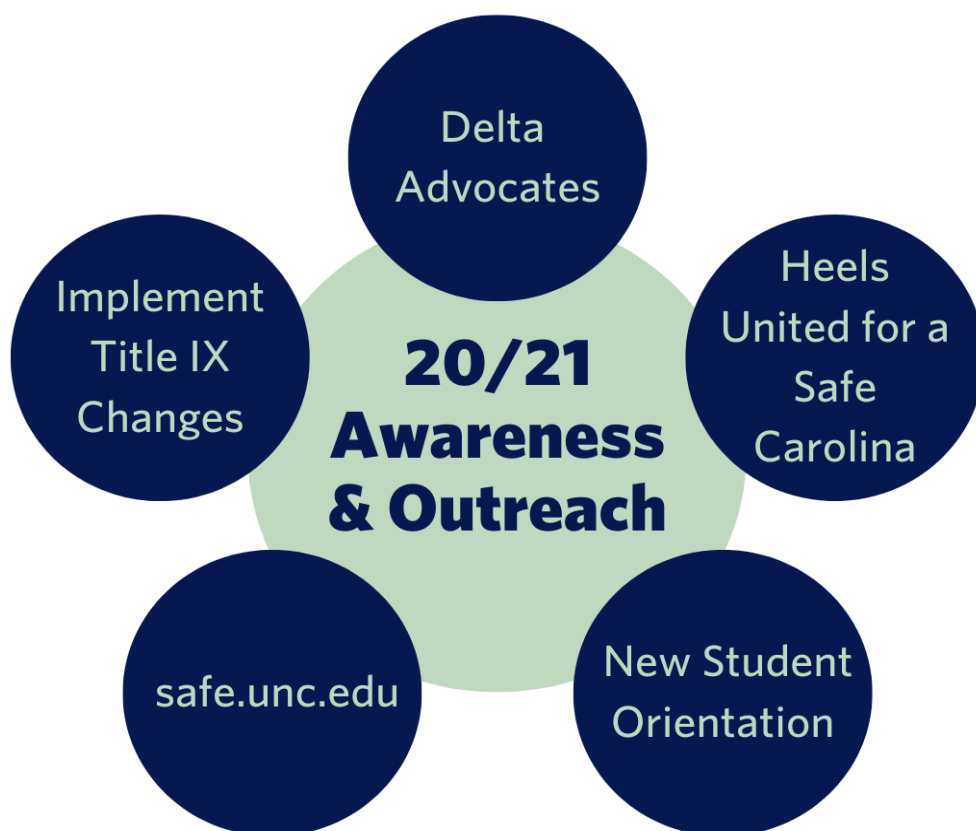
AWARENESS AND OUTREACH

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

These efforts include:

- Delta Advocates
- Heels United for a Safe Carolina
- New Student Orientation
- Safe.unc.edu
- Implementing Title IX changes

See training descriptions in the Appendix



THE UNIVERSITY'S DISCRIMINATION AND HARASSMENT POLICIES

View the policies on:

- [Prohibited Discrimination, Harassment and Related Misconduct \(the "PPDHRM Policy"\)](#)
- [Prohibited Sexual Harassment Under Title IX \(the "Title IX Policy"\)](#)

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: reports that require **(1) 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), EOC Investigators will notify the parties of the investigation, interview the parties and witnesses, collect relevant evidence, and produce an investigation report.

Report & Response Process

- Report is made.
- EOC Report & Response Team conduct initial assessment.
- EOC provides supportive measures* & information about resources & processes to reporting party.

In the case of an investigation:

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

If there is no investigation:


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

* Supportive measures include academic accommodations, changes to housing, and/or no-contact orders.

A determination as to whether a Policy violation has occurred and any needed appropriate sanctions and remedies will be determined by the Investigators or by a Hearing Panel, depending on the applicable Policy. 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 process, the University offers appropriate support, resources, and accommodations to all parties involved.

Reporting parties sometimes request only needed support and supportive 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 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. When the University can honor the request consistent with the Policies, the EOC provides information, support, and assistance with supportive 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 a voluntary resolution involving an agreed-upon resolution between the parties is appropriate.



We are proud to care for
one another, provide for
each other's well-being,
and build a community
where everyone, regardless
of identity or background,
can enjoy a sense of safety
and belonging.

Chancellor Kevin Guskiewicz

The University will make every effort to respect an individual's choice regarding how to address the alleged conduct. However, there are circumstances in which 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 PPDHRM and the Title IX Policies. As a result, the numbers reported may vary from statistics provided in other reports and surveys.¹

¹ 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.

The tables on the following pages 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 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 Investigations²

The data described on the next page 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 Policies and more than one reporting party and/or responding party.**

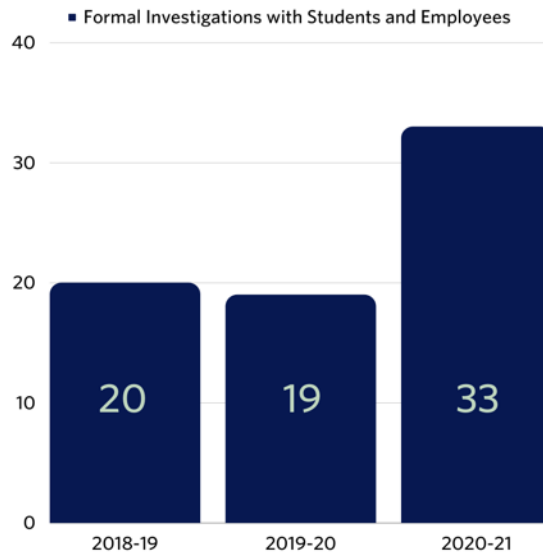
For example, one investigation may include allegations of sexual assault, sexual harassment, interpersonal violence, and stalking against the same responding party and may involve more than one reporting party. In that instance, the investigation is noted as one investigation in Table 1 and Tables 2a and 2b. Each allegation of misconduct within the one investigation is counted separately in Table 3a.

Reports of all forms of misconduct under the Policies are provided on the next page, including but not limited to discrimination and harassment based on any protected status, sexual assault or sexual violence, and interpersonal violence.

² 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.

Total Formal Investigations³

Table 1



Total Formal Investigations by Status⁴ (All Types of Policy Misconduct)

Table 2a

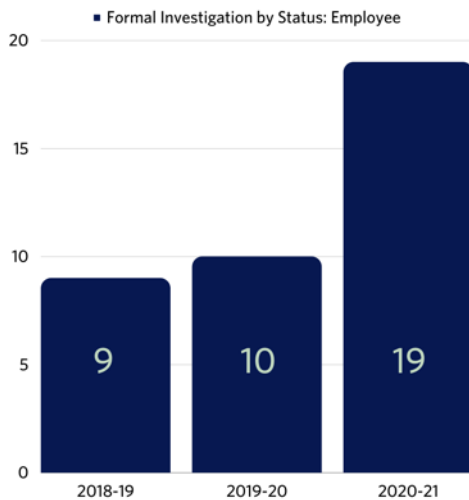


Table 2b



³ Each formal investigation may involve one or multiple allegations of prohibited conduct and one or multiple reporting parties and/or responding parties.

⁴ 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 Policies, a pair of trained and impartial investigators gather facts and any available physical or documentary evidence. Under the PPDHRM Policy, the investigators assess the evidence and consult 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.

Under the Title IX Policy, the investigators prepare a report summarizing the relevant evidence and a Hearing Panel determines whether a policy violation occurred and the appropriate sanction if so.

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.**⁵

Where both parties agree to the investigative finding and any recommended sanction, or where neither party requests further review, the outcome becomes final. The parties also have the opportunity to appeal the outcome.

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, action is taken to address the conduct. Other times, the information is insufficient to conclude, by a preponderance of the evidence, that a violation of the Policy occurred. Insufficient evidence to conclude by a preponderance of the evidence that there was a Policy violation does not always mean that the underlying conduct did not occur and can mean that there was simply not enough evidence to meet the evidentiary threshold. 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 time at UNC-Chapel Hill.

The tables on the following pages reflect the number of formal investigations conducted by EOC that involved a student as either a reporting or responding party in the 2020-21 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 Policies 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

⁵ 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.

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.

Table 3a		Formal Investigations of Conduct Prohibited by Title IX and Related Forms of Misconduct Involving Students in 2020-2021 ⁶			
Total Number of <u>Investigations</u> ⁷		18			
Total Number of <u>Investigations</u> Resulting in a Policy Violation or Voluntary Resolution ⁸		9			
Total Number of <u>Allegations Investigated</u>		28			
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations	Resolved Outside of the Formal Process ⁹
	Sexual Assault	11	*	*	*
	Interpersonal Violence	*	*	*	*
	Stalking				
	Sexual Exploitation				
	Sex or Gender Discrimination/Harassment	12	*	6	*
	Related Retaliation and Misconduct				
	Total	28	8	12	6
Total Number of <u>Allegations</u> Resulting in a Policy Violation or Voluntary Resolution		10			
Number of Students found in Violation of the Policy		6			
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).			

* Indicates five or fewer¹⁰

⁶This 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.

⁷ 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.

⁸ Cases currently in appeal are not included in results of policy violations.

⁹ Includes cases resolved through Voluntary Resolution or cases where complaints were withdrawn or dismissed

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 2020-21 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 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. 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 on the following pages reflect the number of formal investigations EOC conducted that involved an employee as either a reporting or responding party in the 2020-21 academic year and the related outcomes of those investigations.

The data is disaggregated to illustrate the reports relating to 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 sex and gender-based 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 2020-2021 ¹¹		
Total Number of <u>Investigations</u> ¹²		9		
Total Number of <u>Investigations</u> that Resulted in Finding a Policy Violation		*		
Total Number of <u>Allegations</u>		14		
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations
	Sexual Assault	*	*	*
	Interpersonal Violence			
	Stalking			
	Sexual Exploitation	*	*	*
	Sex or Gender Discrimination			
	Sexual Harassment	6	*	*
	Related Retaliation and Misconduct	*	*	*
Total		14	6	8
Total Number of <u>Allegations</u> that Resulted in Finding a Policy Violation		6		
Number of Employees found in Violation of the Policy		*		
Sanctions and Corrective Actions Resulting from Employees found in Violation		Sanctions included appropriate discipline, up to and including termination.		

* Indicates five or fewer (see footnote 11)

¹¹ 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.

¹² Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policies and more than one reporting party and/or responding party.

Table 4b		Formal Investigations of Discrimination or Harassment Based on Protected Status Involving Employees in 2020-2021 (Does Not Include Sex or Gender Discrimination Included in Table 4a)		
Total Number of Investigations ¹³		10		
Total Number of Investigations Resulting in a Policy Violation		*		
Total Number of Allegations ¹⁴		17		
Outcomes	Allegations by Type of Misconduct	Total Allegations	Policy Violations	No Policy Violations
	Disability/Failure to Accommodate	*	*	*
	Race	*	*	*
	Color	*	*	*
	National Origin	*	*	*
	Veteran Status	*	*	*
	Age	*	*	*
	Religion	*	*	*
	Related Retaliation and Misconduct	7	*	7
	Total	17	*	16
Total Number of Allegations that Resulted in a Policy Violation		*		
Total Number of No Policy Violations		16		
Number of Employees found in Violation of the Policy		*		
Sanctions and Corrective Actions Resulting from Employees found in Violation		Corrective actions included appropriate discipline, up to and including 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 2020-21 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.

¹³ Each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy.

¹⁴ 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.

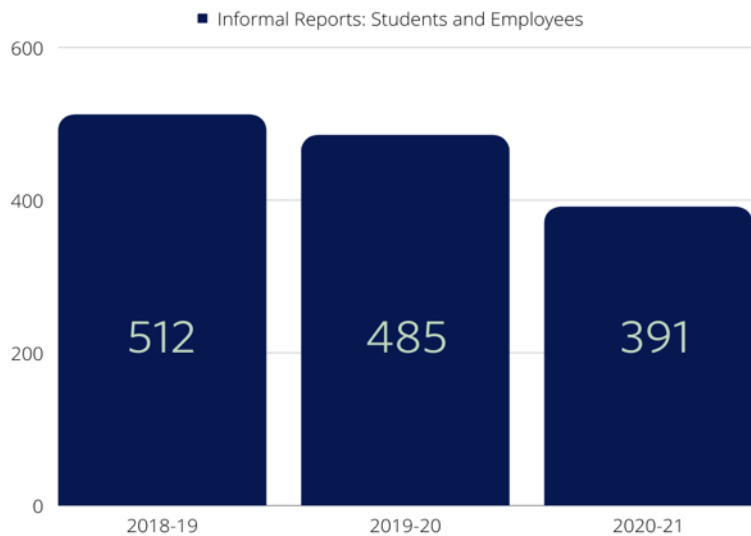
Given the broad range of prohibited behaviors under the Policies, sanctions and corrective actions are tailored to the facts and circumstances of each report, the impact of the misconduct on the reporting party and surrounding community, and accountability for the responding party.

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 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 Supportive 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 supportive measures as needed and appropriate (e.g., academic accommodations, changes to housing, changes to class or work schedules).**

Informal Reports¹⁵
Table 5

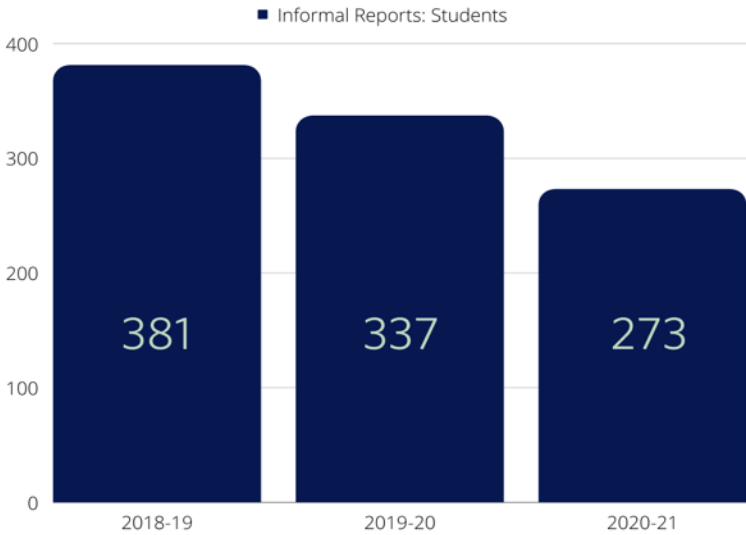


¹⁵ Each informal report may involve one or more allegations of prohibited conduct and one or multiple reporting parties and/or responding parties.

Informal Reports by Status (All Types of Alleged Misconduct)¹⁶
Table 6a



Table 6b



¹⁶ 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 7		Informal Reports by Specific Type of Allegation of Misconduct ¹⁷				
Table 7a	Employees as Reporting or Responding Parties	2020-2021		Table 7b	Students as Reporting or Responding Parties	2020-2021
Types of Alleged Policy Misconduct				Types of Alleged Policy Misconduct		
Sexual Assault		*		Sexual Assault		58
Sexual Harassment		33		Sexual Harassment		83
Sex or Gender Discrimination		10		Sex or Gender Discrimination		7
Interpersonal Violence		*		Interpersonal Violence		49
Stalking		6		Stalking		33
Sexual Exploitation		*		Sexual Exploitation		7
Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status		103		Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status		70
Other types of conduct not based on protected status		14		Other types of conduct not based on protected status		*

* Indicates five or fewer (see footnote 11)

The Policies emphasize providing for the care and well-being of students and employees through supportive measures and confidential support resources. Supportive 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 supportive measures and can describe and connect students and employees to any of the resources on the next page.

¹⁷ 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.

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 PPDHRM 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.

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 Policies and/or accessing or using any available supportive measures such as academic accommodations, changes to housing, and changes to class or work schedules. Individuals are encouraged to make reports to the Associate Vice Chancellor for Equal Opportunity and Compliance/Title IX Coordinator, the Director of Report and Response, or the Report and Response Coordinators. 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

EOC Office Structure

In 2020, the EOC, in conjunction with Division leadership, evaluated the existing structure of the EOC and implanted structural changes designed to better serve our campus community. These changes included elevating the Title IX Coordinator role to combine it with the Associate Vice Chancellor for Equal Opportunity and Compliance role, filling the new Director of Report and Response role, and hiring an Accommodations Specialist. The EOC continues to implement these structural changes with the creation of Director of Investigations and Director of Equal Opportunity/ADA Coordinator roles, the addition of a fourth Report and Response Coordinator, and the hiring of a second Accommodations Specialist.

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. During the 2020-21 academic year, the EOC began implementing this new policy, continued to monitor developments related to the Title IX regulations, and revised the Title IX Policy and Procedures consistent with developments.

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.

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 (EEDOF) | This comprehensive seven-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. EOC launched a HAVEN newsletter in July 2020 to keep in touch with the HAVEN community and to continue providing education around topics discussed in the training.

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.

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 the “protected statuses” 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.

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.

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:

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. Due to COVID-19, in-person outreach was limited in 2020 and through the spring and summer of 2021, but resumed in fall 2021. During this time, awareness was communicated through the Heels United UNC social media accounts.

Safe.unc.edu Website | The University continues to provide up-to-date content on the 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 underwent a redesign starting in 2019 that was finished in August 2020. The redesign helped to streamline and better organize resource, reporting, and program information for students and employees.

Title IX Changes | UNC-Chapel Hill adopted the Policy on Prohibited Sexual Harassment under Title IX in August 2020 following new federal regulations released by the Department of Education in May 2020. EOC sent out notices to the campus community regarding the change, held a webinar discussing the new policy and answered questions, and created graphics comparing the new policy with the existing Policy on Prohibited Discrimination, Harassment, and Related Misconduct.