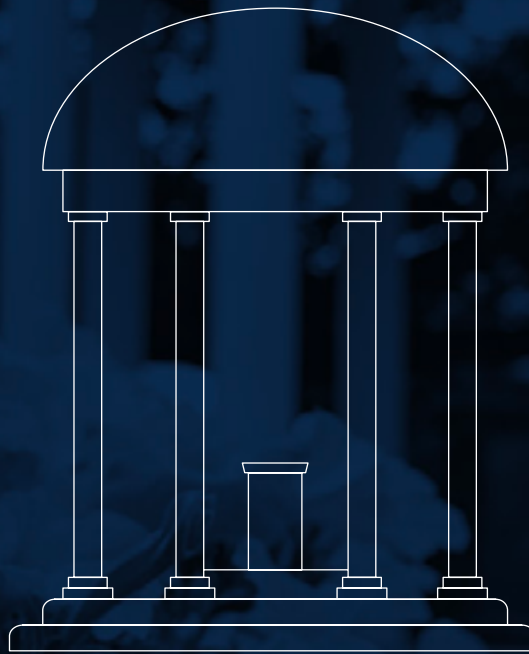


University of North Carolina at Chapel Hill



Equal Opportunity & Compliance Annual Report

August 2021 - July 2022

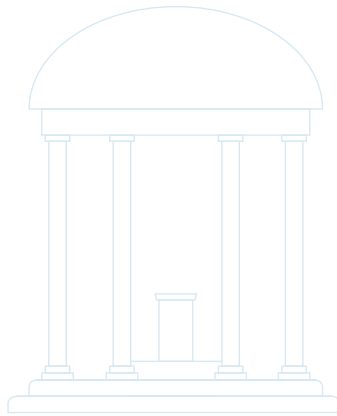


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INTRODUCTION

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. 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, including sexual misconduct, interpersonal violence and stalking. 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 University of North Carolina at Chapel Hill Policy on Accommodations for students, faculty, staff, applicants and visitors of the University. Accommodations based on religion, disability, pregnancy and related medical conditions are provided to the University community under this policy.

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 who need accommodations.

Each year, the EOC prepares and publishes an Annual Report that contains information about reports of misconduct under the PPDHRM and Title IX policies. Additionally, 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 2021 through July 2022. 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

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Vice Chancellor for Human Resources and
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C. Elizabeth Hall

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

OUR OFFICE

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 or of sexual misconduct, interpersonal violence, or stalking with resources and support

options, including supportive measures* to address safety and well-being. The RRCs can receive formal reports to the University and can assist individuals in making reports to law enforcement. The Report and Response team is supported by a case manager and database coordinator.

**Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate to restore or preserve equal access to the University's educational programs or activities or protect the safety of all parties or the University's educational environment. Supportive measures can include, but are not limited to, academic supports, provision of safety escort, changes to work or housing locations and no contact orders.*

Investigations Team

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, interview parties and witnesses and collect any additional information and evidence before concluding the investigation. The Investigations team is supported by a program specialist.

Equal Opportunity and Accommodations Team

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.

Additionally, these team members assist employees and applicants for employment with disability accommodation requests and students, employees and applicants with pregnancy and religious accommodation requests. To learn more about those processes, please visit eoc.unc.edu or go.unc.edu/accommodations. The Accommodations team is assisted by an accommodations support coordinator.

ADDRESSING MISCONDUCT: 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.

THE UNIVERSITY'S DISCRIMINATION & HARASSMENT POLICIES

View the University Policies on

- [Prohibited Discrimination, Harassment and Related Misconduct](#) (*PPDHRM Policy*)
- [Prohibited Sexual Harassment Under Title IX](#) (*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 for non-adjudicative responses. 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 and information about resources and processes to the reporting party.

In the case of an investigation:

- EOC notifies parties of formal investigation.
- Investigator conducts interviews, collects evidence and writes a report.
- Investigators or hearing officer 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.

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 the hearing officer, 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. In 2022, the University established an independent role of hearing officer to oversee the formal hearing process. This new model replaced the previous hearing panel method, improving the efficiency of the hearing process for 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. 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*.

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.

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.

For 2019-20 and 2020-21, the tables on the following pages show 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." **Effective as of this report, EOC is changing the way it reports data.** For 2021-22, the reference to "involving" means that the individual was a responding party only.

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 data about students only in numbers of six or more. To protect the privacy of students, this Annual Report provides information consistent with the University's general practice of reporting aggregate data in numbers of six or more.

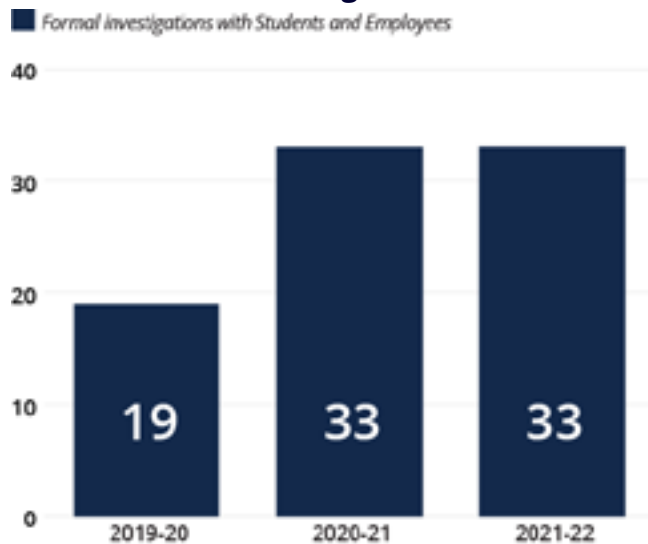
Formal Investigations

The data described in this section capture the number of formal investigations EOC conducted during the 2021-22 academic year. 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.

Table 1: Formal Investigations with Students and Employees

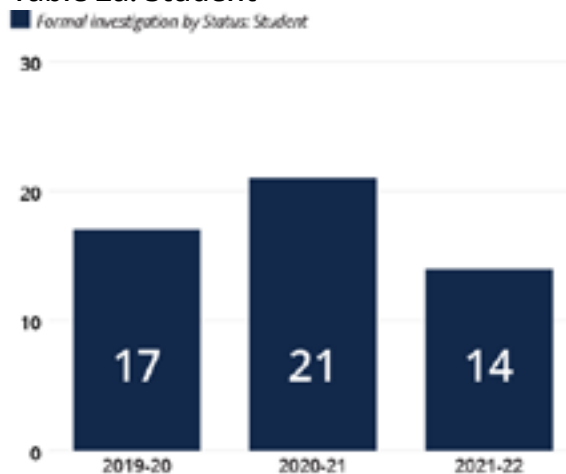


Tables 2a & 2b: Formal Investigations by Status¹

Table 2a: Employee



Table 2a: Student



¹ EOC is making a change in reporting method as of this annual report. Effective for the 2021-22 annual report, EOC will be reporting numbers for employee and student reports based on the numbers of reports involving employees and students as responding parties, rather than both reporting and responding parties. Numbers for 2019-20 and 2020-21 include employees (*Table 2a*) and students (*Table 2b*) as either reporting or responding parties. Numbers for 2021-22 include employees (*Table 2a*) and students (*Table 2b*) only as responding parties.

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 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 the hearing officer 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.

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 can also 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. In other instances, 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 a responding party in the 2021-22 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 illustrates reports relating to sex and gender discrimination under Title IX protections and/or University policy. These include sexual harassment and sexual violence, as well as interpersonal violence, stalking and related retaliation. Additionally, the data also include reports surrounding discrimination and harassment based on other protected statuses covered under University policy.

Table 3a: Formal Investigations of Sex & Gender Discrimination Under Title IX Protections/University Policy

Students Involved as Responding Party					
Total number of sex-based conduct Investigations <i>(not including VR)</i>		14			
Total number of sex-based conduct Allegations <i>(not including VR)</i>		25			
Total Number of Allegations Investigated					
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations	Voluntary Resolution
	Sexual Harassment	*	*	*	*
	Sexual Assault	10	7	*	*
	Interpersonal Violence	*	*	*	*
	Sex discrimination	*	*	*	*
	Sexual Exploitation	*	*	*	*
	Stalking	*	*	*	*
	Retaliation	*	*	*	*
	Complicity	*	*	*	*
	Violation of interim protective measures	*	*	*	*
	Total	25	14	11	*
Total number of Sex-based conduct Voluntary Resolutions		*			
Total number of Sex-based conduct Policy Violations		14			
Sanctions and Corrective Actions Resulting from Students found in Violation		Sanctions included educational requirements, no contact orders, indefinite probation, indefinite suspension, removal from campus housing, permanent suspension and expulsion.			
* Indicates five or fewer					

Table 3b: Equal Opportunity Investigations - Students Involved as Responding Party

No formal investigations of this nature.

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 2021-22 academic year, the EOC convenes an Outcome Team to determine the appropriate disciplinary action and the employee may appeal the disciplinary action through a separate grievance process applicable to their employment category.

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 generally will continue the investigation until it is complete.

The tables in this section reflect the number of formal investigations EOC conducted that involved an employee as a responding party in the 2021-22 academic year and the related outcomes of those investigations.

The data illustrate reports relating to sex and gender discrimination under Title IX protections and/or University policy. These include sexual harassment and sexual violence, as well as interpersonal violence, stalking and related retaliation. Additionally, the data also include reports surrounding discrimination and harassment based on other protected statuses covered under University policy.

Table 4a: Sex & Gender Discrimination Under Title IX Protections/University Policy

Employees Involved as Responding Party				
Total number of sex-based conduct Investigations		7		
Total number of sex-based conduct Allegations		21		
Total Number of Allegations Investigated				
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations
	Sexual Harassment	13	10	*
	Sexual Assault	*	*	*
	Interpersonal Violence	*	*	*
	Sex discrimination	*	*	*
	Sexual Exploitation	*	*	*
	Stalking	*	*	*
	Retaliation	*	*	*
	Complicity	*	*	*
	Other University Policies	*	*	*
	Total	21	15	7
Total number of Sex-based conduct Policy Violations		15		
Sanctions and Corrective Actions Resulting from Employees found in Violation		Sanctions included educational trainings, document-ed counseling, removal from leadership position and termination of employment.		
* Indicates five or fewer				

Table 4b: Equal Opportunity Investigations

Employees Involved as Responding Party				
Total number of EO Investigations		12		
Total number of EO Allegations		13		
Total Number of Allegations Investigated				
Outcomes	Allegations by Type of Misconduct Alleged	Total Allegations	Policy Violations	No Policy Violations
	Age Discrimination	*	*	*
	Disability Discrimination	*	*	*
	Discrimination (<i>multiple</i>)	*	*	*
	Race Discrimination	*	*	*
	Race Harassment	*	*	*
	Retaliation	*	*	*
	Total	13	*	11
Total number of EO Policy Violations		*		
Sanctions and Corrective Actions Resulting from Employees found in Violation		EOC recommended appropriate discipline.		
* Indicates five or fewer				

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 2021-22 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. Other employees chose voluntary resignation.

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 targeted to specific groups or departments.

Informal Reports, Resources and Supportive Measures

The following data capture the number of informal reports EOC received during the 2021-22 academic year. Informal reports include instances in which EOC determines informal resolution is appropriate and/or 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.

Table 5: Informal Reports: Students and Employees



Table 6a & 6b: Informal Reports by Status²

Table 6a: Employee

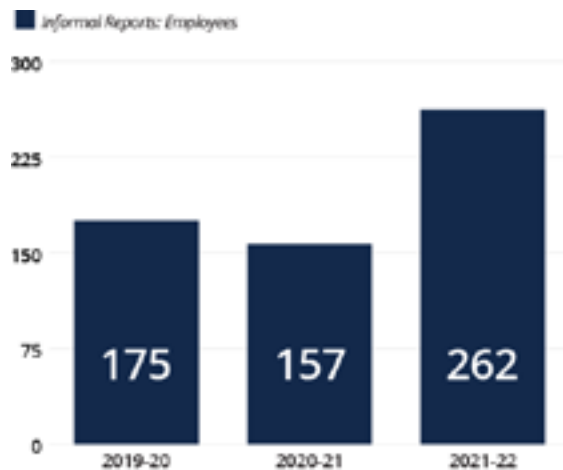


Table 6b: Student

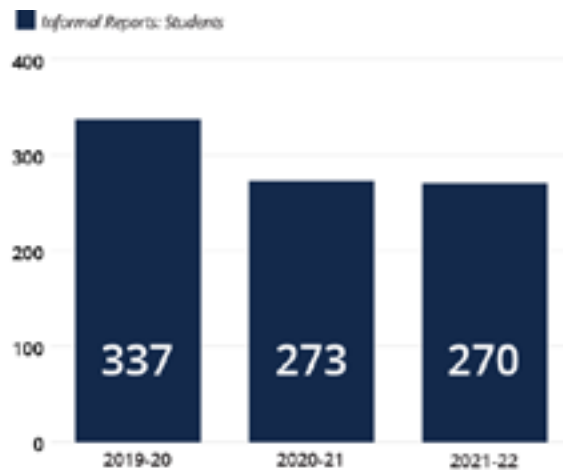


Table 7a & 7b: Informal Reports by Specific Type of Allegation of Misconduct

Table 7a		Table 7b	
Employees as Responding Parties		Students as Responding Parties	
Types of Alleged Policy Misconduct	2021-2022	Types of Alleged Policy Misconduct	2021-2022
Sexual Assault	*	Sexual Assault	72
Sexual Harassment	47	Sexual Harassment	117
Sex or Gender Discrimination	35	Sex or Gender Discrimination	9
Interpersonal Violence	*	Interpersonal Violence	38
Stalking	*	Stalking	41
Sexual Exploitation	*	Sexual Exploitation	9
Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status	184	Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status	50

* Indicates five or fewer
 Note: reports often have multiple allegations so number of allegations does not equal number of informal reports.

The policies emphasize providing for the care and well-being of students and employees through supportive measures and confidential support resources. Supportive measures 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.

² EOC is making a change in reporting method as of this annual report. Effective for the 2021-22 annual report, EOC will be reporting numbers for employee and student reports based on the numbers of reports involving employees and students as responding parties, rather than both reporting and responding parties. Numbers for 2019-20 and 2020-21 include employees (Table 6a) and students (Table 6b) as either reporting or responding parties. Numbers for 2021-22 include employees (Table 6a) and students (Table 6b) only as responding parties.

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 to address immediate safety concerns and to request 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. 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 trained in how to respond to reports, document incidents and conduct investigations.

Students and employees may obtain confidential support regardless of whether they report an incident to the University or to law enforcement.

ONGOING INITIATIVES

Celebrating 50 years of Title IX

Established on June 23, 1972, these federal protections prohibit discrimination and harassment based on gender in education. Sexual assault and sexual violence are forms of sexual or gender-based harassment that are prohibited under Title IX.

In 2021, the EOC launched an outreach campaign designed to celebrate the University's accomplishments, while also educating the Carolina community on the importance of Title IX at UNC. The campaign included a social media push, video outreach and interviews with campus media organizations. Elizabeth Hall, Associate Vice Chancellor for Equal Opportunity and Compliance and the University's Title IX Coordinator was interviewed by [The Well](#). The article was published and circulated on June 23, 2022, 50 years to the day of Title IX's enactment.

Throughout its history, the Equal Opportunity and Compliance Office has worked closely with campus partners to carry out the University's responsibilities under Title IX.

On Thursday, November 3, 2022, University leaders, along with partners from across campus, joined the EOC to celebrate 50 years of Title IX.

Proposed Title IX Policy Changes

The Equal Opportunity and Compliance Office continues to monitor developments and proposed regulation changes to Title IX at the federal level.

We are evaluating what changes may be needed to our policies and will update the Carolina community with any new information.

Increased Digital Outreach

The EOC has expanded its digital presence across social media channels. The Office has also implemented video content into its strategic communications plan to educate the University community on EOC resources and initiatives.

EOC Sponsored Programs with Descriptions

Americans with Disabilities Training

This training offered by the EOC provides 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 of North Carolina at Chapel Hill [Policy on Accommodations](#).

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 about reporting options and support resources.

Campus Education and Awareness

Report and response coordinators facilitate presentations and group conversations throughout the campus community. RRCs coordinate with various offices, schools, programs and divisions to educate University stakeholders on UNC policy and resources available through the EOC. The office also partners with other divisions to coordinate and direct custom training and consulting services. Additionally, the EOC participates in several informational fairs and safety events throughout the year.

EOC 101 Training

Available for all University members, 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.

Equal Employment Opportunity and Diversity Fundamentals (*EEODF*)

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.

HAVEN (*Helping Advocates for Violence Ending Now*)

HAVEN is a collaboration between EOC and Violence Prevention & Advocacy Services (*VPAS*). 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 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.

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

The Search Committee 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.

Presentations

Report and response coordinators (*RRCs*) facilitate presentations and group conversations throughout the campus community. RRCs coordinate with various offices, schools, programs and divisions to educate University stakeholders on UNC policy and resources available through the EOC.

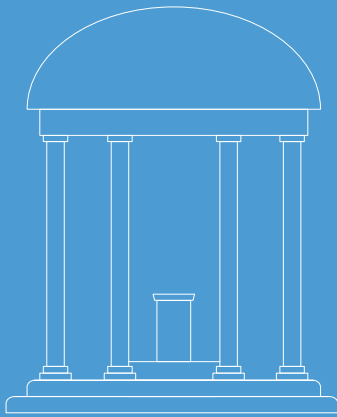
Preventing Harassment and Discrimination Training

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.

Safe at UNC Campaign

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. 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.



Equal Opportunity and Compliance Office

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