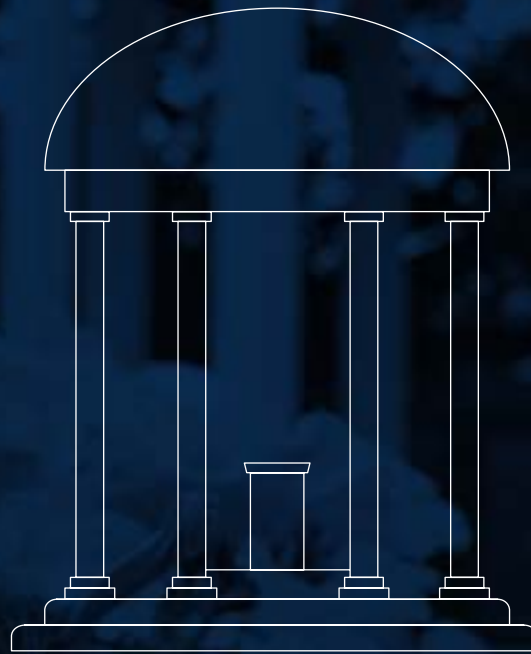


University of North Carolina at Chapel Hill



Equal Opportunity & Compliance Annual Report

August 2022 - July 2023

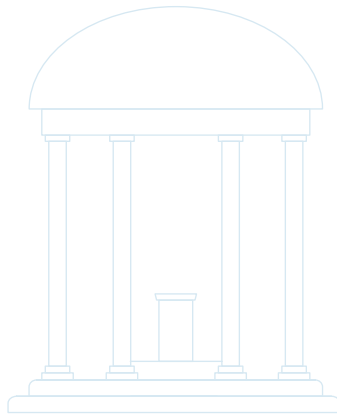


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INTRODUCTION

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 a wide variety of perspectives and lived experiences.

This 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 many identities, varied backgrounds and limitless potential. People of all backgrounds, beliefs, viewpoints, abilities, cultures, and traditions 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's Policy on Accommodations for students, faculty, staff, applicants and visitors of the University. Accommodations based on religion, disability and 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, 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 carry out the policies. This Annual Report covers EOC's work during the period of August 2022 through July 2023. As you will see in the pages that follow, 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.

Becci Menghini

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OUR OFFICE

Expanded team to better serve the Tar Heel Community

Several structural changes were made during the 2022-23 academic year to strengthen resources available to Carolina faculty, staff and students. EOC established the roles of two senior investigators to support and lead the investigations team. An accommodation support coordinator position was created to better support EOC's interactive accommodation request process. A temporary accommodation specialist role was implemented to support the growing number of accommodation requests.

Report and Response Managers

There were four report and response managers (*RRMs*) in the EOC, as well as a director of report and response during the 2022-23 academic year. The Report and Response team was supported by a case manager and database coordinator.

The RRM's 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*¹ to address safety and well-being. The RRM's can receive formal reports to the University and can assist individuals in making reports to law enforcement.

Investigations Team

There were six investigators in the EOC, including two senior investigators during the 2022-23 academic year. The investigations team was supported by investigations support specialist. 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.

Equal Opportunity and Accommodations Team

There were three accommodations specialists in the EOC, as well as a director of equal opportunity/ADA coordinator during the 2022-23 academic year. The Accommodations

¹ *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.*

team was assisted by an accommodations support coordinator. The EOC 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. During the 2022-23 academic year, these team members oversaw the interactive process for disability, religion and pregnancy and related conditions.

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 difficult experiences, and we approach each individual with an understanding ear and an open mind. 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. 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 access at Carolina.

Our primary objective is to ensure that any person who reports experiencing 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 (1) require formal investigations or (2) can be resolved without a formal investigation, called 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*¹ 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.
- Investigator(s) or hearing officer issues determination of whether the policy was violated and, if so, appropriate sanctions.
- EOC provides *supportive measures*¹ and resources to both parties throughout.
- Outcome can include disciplinary sanctions and/or remedies.

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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*¹ for reporting party, education for responding party and/or other appropriate informal responses.
- Outcome does not include disciplinary sanctions.

A determination as to whether a policy violation has occurred and any needed appropriate sanctions and remedies will be made 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 the role of hearing officer to conduct 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*¹ 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*¹. EOC categorizes these instances as informal reports.

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, 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 tables listed on the following pages show reports involving an employee or a student as a responding party during the 2022-23 academic year. Some reports may involve a

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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. 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.

Formal Investigations

The data described in this section capture the number of formal investigations EOC conducted during the 2022-23 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.

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. Effective the 2022-23 academic year, EOC began conducting investigations of workplace violence.

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 2022-23 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.

Table 1A shows investigations relating to allegations of sex and gender discrimination under Title IX protections and/or University policy. This includes sexual harassment and sexual violence, as well as interpersonal violence, stalking and related retaliation. Table 1B shows investigations relating to allegations of other forms of protected status discrimination and harassment and related retaliation.

Table 1A: Formal Investigations of Sexual and Gender-based violence, harassment and related misconduct Involving a Student as a Responding Party

| Total Investigations | | 8 | | | |
|------------------------------------|--|--------------------------|--------------------------|-----------------------------|-----------------------------|
| Total Allegations | | 21 | | | |
| Voluntary Resolution or W/D | | * | | | |
| Outcomes | Allegations by Type of Misconduct Alleged | Total Allegations | Policy Violations | No Policy Violations | Voluntary Resolution |
| | Sexual or Sex/Gender-Based Harassment | * | * | * | * |
| | Sexual Assault | 10 | * | * | * |
| | Sexual Exploitation | * | * | * | * |
| | Interpersonal Violence | * | * | * | * |
| | Violation of Supportive Measures | * | * | * | * |
| | Total | 21 | 12 | 7 | * |

* Five (5) or fewer

Table 1B: Equal Opportunity Investigations Involving a Student as a Responding Party

| | | | | | |
|------------------------------------|--|----------|--|--|--|
| Total Investigations | | * | | | |
| Total Allegations | | * | | | |
| Voluntary Resolution or W/D | | * | | | |

* Five (5) or fewer

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 recommended 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, the EOC convenes an outcome team to determine the appropriate disciplinary action and the employee may have grievance rights related to 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 2022-23 academic year and the related outcomes of those investigations.

Table 2A shows investigations relating to allegations of sex and gender discrimination under Title IX protections and/or University policy. This includes sexual harassment and sexual violence, as well as interpersonal violence, stalking and related retaliation. Where allegations of workplace violence or other non-EOC policies were investigated along with allegations of sex and gender discrimination, those allegations are included in this table. Table 2B shows investigations relating to stand-alone allegations of workplace violence. Table 2C shows investigations relating to allegations of other forms of protected status discrimination and harassment and related retaliation.

Table 2A: Formal Investigations of Sexual and Gender-based violence, Harassment and Related Misconduct Involving an Employee as a Responding Party

| Total Investigations | | 12 | | | |
|------------------------------------|--|--------------------------|--------------------------|-----------------------------|-----------------------------|
| Total Allegations | | 52 | | | |
| Voluntary Resolution or W/D | | 0 | | | |
| Outcomes | Allegations by Type of Misconduct Alleged | Total Allegations | Policy Violations | No Policy Violations | Voluntary Resolution |
| | Sexual or Sex/Gender-Based Harassment | 11 | 7 | * | * |
| | Sexual Assault | * | * | * | * |
| | Sexual Exploitation | * | * | * | * |
| | Retaliation | * | * | * | * |
| | Violation of Supportive Measures | 8 | 6 | * | * |
| | Workplace Violence | 19 | 19 | * | * |
| | Other University Policies ² | * | * | * | * |
| | Total | 52 | 39 | 8 | * |

² Where allegations of workplace violence were investigated along with allegations of other prohibited conduct, the workplace violence allegations are included in the table with the other prohibited conduct. Table 2B reflects workplace violence investigations with no other misconduct alleged.

* Five (5) or fewer

Table 2B: Formal Investigations of Workplace Violence² Involving an Employee as a Responding Party

| Total Investigations | | * | | | |
|------------------------------------|---|-------------------|-------------------|----------------------|----------------------|
| Total Allegations | | * | | | |
| Voluntary Resolution or W/D | | * | | | |
| Outcomes | Allegations by Type of Misconduct Alleged | Total Allegations | Policy Violations | No Policy Violations | Voluntary Resolution |
| | Workplace violence ² | * | * | * | * |
| | Total | * | * | * | * |

² Where allegations of workplace violence were investigated along with allegations of other prohibited conduct, the workplace violence allegations are included in the table with the other prohibited conduct. Table 2B reflects workplace violence investigations with no other misconduct alleged.

* Five (5) or fewer

Table 2C: Equal Opportunity Investigations Involving an Employee as a Responding Party

| Total Investigations | | 13 | | | |
|------------------------------------|---|-------------------|-------------------|----------------------|----------------------|
| Total Allegations | | 64 | | | |
| Voluntary Resolution or W/D | | * | | | |
| Outcomes | Allegations by Type of Misconduct Alleged | Total Allegations | Policy Violations | No Policy Violations | Voluntary Resolution |
| | Race-based harassment | * | * | * | * |
| | Race-based discrimination | * | * | * | * |
| | Disability-based harassment | * | * | * | * |
| | Disability-based discrimination | 13 | 12 | * | * |
| | Age-based discrimination | * | * | * | * |
| | Religion-based discrimination | 21 | * | 21 | * |
| | Complicity | 7 | * | 7 | * |
| | Retaliation | 14 | 9 | * | * |
| | Total | 64 | 21 | 39 | * |

* Five (5) 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 2022-23 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, terminations and voluntary resignations were issued as sanctions and corrective actions. 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

Informal reports include instances in which EOC determines informal resolution is appropriate and/or instances in which a reporting party requests no formal action. The following data capture the number of informal reports EOC received³ during the 2022-23 academic year. As stated above, in each instance, the reporting individuals were informed of, offered and provided available support and *supportive measures*¹.

Table 3: Informal Reports by Responding Party: Students, Employees, Unknown or Unaffiliated⁴

| Allegation Type | Student | Employee | Unconfirmed or Unaffiliated ⁴ |
|---------------------------|------------|------------|--|
| Sexual assault | 40 | 9 | 104 |
| Sexual harassment | 37 | 46 | 31 |
| Sex/gender discrimination | 10 | 52 | 16 |
| Interpersonal violence | 34 | * | 62 |
| Stalking | 33 | 9 | 36 |
| Sexual exploitation | 10 | 7 | 13 |
| EO | 31 | 202 | 29 |
| WPV | <i>n/a</i> | 15 | <i>n/a</i> |
| Other | 20 | 53 | 18 |
| Total | 215 | 396 | 309 |

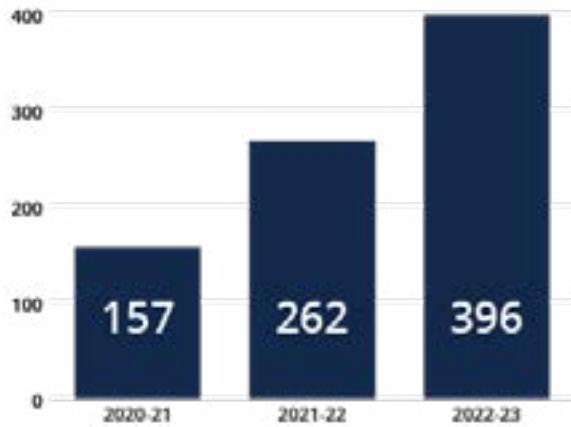
⁴ Reports involving Responding Parties identified as Unknown or Unaffiliated indicate that the Responding Party was not a member of the UNC community or whose affiliation was not shared by the Reporting Party at the time of report.

* Five (5) or fewer

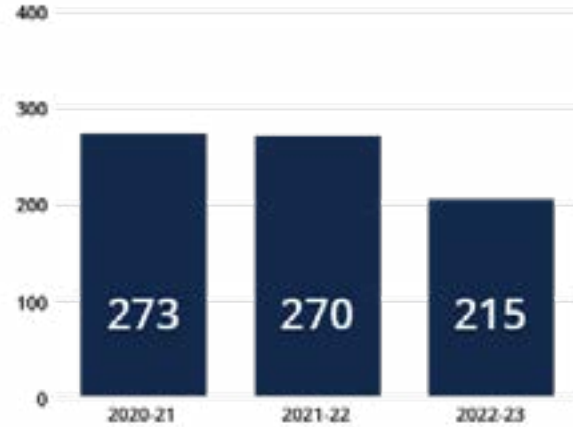
¹ Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate to restore or preserve equal access to the University’s educational programs or activities or protect the safety of all parties or the University’s educational environment. Supportive measures can include, but are not limited to, academic supports, provision of safety escort, changes to work or housing locations and no-contact orders.

³ EOC made a change in reporting method as of the 2021-22 annual report. Effective with 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 2020-21 include employees (Table 3A) and students (Table 3B) as either reporting or responding parties. Numbers for 2021-22 and 2022-23 include employees (Table 3A) and students (Table 3B) only as responding parties.

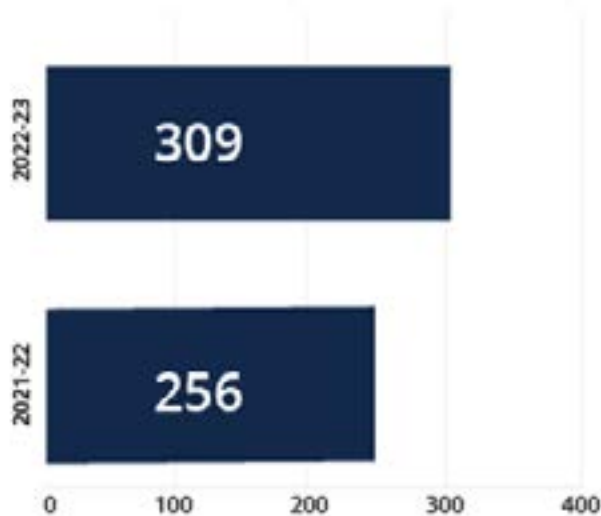
3A: Reports with a Employee as the Responding Party



3B: Reports with a Student as the Responding Party



3C⁵: Reports with a Unknown/Unaffiliated⁴ as the Responding Party



The policies emphasize providing for the care and well-being of students and employees through *supportive measures*¹ and confidential support resources. *Supportive measures*¹ may provide critical assistance to those who report having experienced discrimination, harassment, retaliation and/or violence. EOC's report and response managers facilitate *supportive measures*¹ and can connect students, faculty and staff to any of the resources on the next page.

The University and surrounding community have many resources dedicated to supporting the campus community's safety and total 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.

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⁴ Reports involving Responding Parties identified as Unknown or Unaffiliated indicate that the Responding Party was not a member of the UNC community or whose affiliation was not shared by the Reporting Party at the time of report.

⁵ Effective with this 2022-23 annual report, EOC will be reporting numbers for reports involving an unknown or unaffiliated individual as the Responding Party

Confidential Support: Emotional and Psychological Support

The Employee Assistance Program (*for faculty and staff*), Counseling and Psychological Services (CAPS) (*for students*), the Gender Violence Services Coordinators (*for students, faculty and staff*) and the University Ombuds Office (*for students, faculty and staff*) 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 inform 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*¹. 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, faculty and staff may obtain confidential support regardless of whether they report an incident to the University or to law enforcement.

ONGOING INITIATIVES

EOC's Role in Improving Accessibility

Significant steps were taken in the 2022-2023 academic year to advance EOC's accessibility footprint. The office launched a new online "report an access concern" form for members of the University to report any physical, programmatic, parking or attitudinal accessibility barriers.

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EOC launched a new web-based accommodation request form, streamlining the process for those requesting disability, religious or pregnancy accommodations. The new format change also expanded features for greater digital accessibility.

Fostering Community Connections

The office continued its mission of strengthening partnerships with key campus stakeholders. EOC collaborated with Carolina Housing to provide informational and promotional materials to over 4,000 first-year student residents.

Equal Opportunity and Compliance partnered with APPLES Service-Learning to host two communication interns. Each student completed 30 hours in alignment with the Women's and Gender Studies undergraduate course Leadership in Violence Prevention. Responsibilities ranged from producing social media content, hosting campus networking events and other forms of outreach.

EOC partnered with the Gender Violence Services Coordinators (GVSCs) to facilitate various networking events throughout the year as part of the Safe at UNC awareness campaign. The initiative, comprised of several UNC total well-being partners, 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 students, faculty, staff and visitors to learn about resources and reporting options related to discrimination, harassment, sexual violence, interpersonal violence and stalking.

On Thursday November 3, 2022, University leaders along with partners from across campus joined the EOC for a reception to celebrate 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.

Looking Ahead to the 2023-2024 Academic Year

The Equal Opportunity and Compliance Office continues to monitor developments and proposed regulation changes to Title IX at the federal government level. University leaders are evaluating what policy changes may be needed and will update the Carolina community with any new information.

EOC is excited to be merging with Accessibility Resources and Service (ARS) in 2023-2024 academic year. ARS, Carolina's central office for accommodating students with disabilities, will join forces with EOC to better streamline the accommodation request process for students. This change is expected to greatly enhance the student experience.

In March 2024, EOC is expected to sponsor a training on addressing problematic sexual behavior. Facilitators from Klancy Street LLC will orient EOC staff and campus partners on the Science-Based Treatment, Accountability and Risk Reduction for Sexual Assault Program (STARRSA). The training will provide an overview of the various ways in which problematic sexual behavior presents on college campuses and training on the interventions most likely to reduce the likelihood of re-offense.

The Equal Opportunity and Compliance Office will launch a redesigned and enhanced lactation guide for the Carolina faculty, staff and students who express milk. The new online tool will include University-wide lactation spaces, expectations of managers and employees and more.

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

EOC staff facilitate presentations and group conversations throughout the campus community. EOC staff members coordinate with various offices, schools, programs and divisions to educate University stakeholders on UNC policy and resources available through EOC. The office also partners with other divisions to coordinate and direct

custom training and consulting services. Additionally, 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 UNC 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.

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 UNC policy, campus resources and how to help a friend in need. Incoming Tar Heels also learn about University accommodations for disability, pregnancy and religion.

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

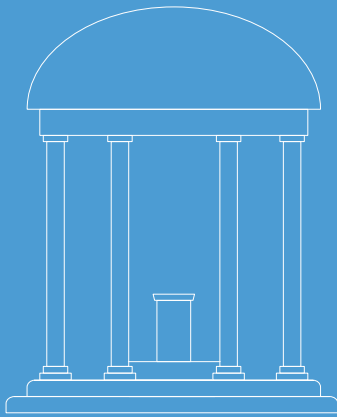
The University conducts mandatory annual training for “responsible employees” under the PPDHRM policy. Employees with administrative or supervisory responsibilities on campus or who have been designated as Campus Security Authorities are responsible employees. See the policy for more information.

Search Committee Training

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

Preventing Harassment and Discrimination Training

Tailored for the Carolina workforce, 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, staff and faculty are impacted.



Equal Opportunity and Compliance Office

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