

Discrimination and Harassment

Discrimination and discriminatory harassment based on any protected class(es), and sexual harassment are prohibited under the University's Policy Against Discrimination, Harassment and Related Interpersonal Violence. OIE addresses concerns regarding discriminatory or harassing conduct by employees.

What is a protected class?

Under the Policy Against Discrimination, protected class includes:

- Race
- Color
- Ethnicity
- Religious creed
- Age
- Sex
- Marital status
- National origin
- Ancestry
- Sexual orientation
- Genetic information
- Physical or mental disabilities
- Veteran status
- Prior conviction or a crime
- Workplace hazards to reproductive systems
- Gender identity or expression

Retaliation is prohibited

Retaliation (any adverse action taken against a person for reporting discrimination, discriminatory or sexual harassment or for participating in OIE's process) is strictly prohibited. Retaliation includes threatening, intimidating, harassing, coercing, interfering with potential witnesses or a potential proceeding, or any other conduct that would discourage a reasonable person from reporting prohibited conduct or participating in OIE's process.

Resources

OIE is committed to connecting employees and students with information, advocacy, and support services. You do not need to engage with OIE, make a formal complaint or press charges to receive supportive measures and resources from UConn or to utilize off campus resources.

A detailed listing and explanation of available resources can be found at:

- equity.uconn.edu/campus-resources
- titleix.uconn.edu/get-help/how-uconn-can-help
- accessibility.uconn.edu

Reporting

For Responsible Employees

Under the Policy Against Discrimination, most employees ("Responsible Employees") who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to OIE. Exceptions include employees who are empowered by law to maintain confidentiality, such as those in medical and counseling services in Student Health and Wellness ("Confidential Employees"). "Exempt Employees" (including staff within UConn's cultural centers and Ombuds Office) are not required to report information to OIE with some narrow exceptions.

For Deans, Directors, Department Heads and Managers

All deans, directors, department heads and managers are required to report any details regarding discrimination, discriminatory harassment, sexual harassment and/or retaliation to OIE when either the complainant or respondent is a University employee.



Office of Institutional Equity (OIE)
860-486-2943 (Storrs and Regionals)
860-679-3563 (UConn Health)
equity@uconn.edu | equity.uconn.edu
Wood Hall (Storrs)
16 Munson Road (UConn Health)
8 a.m. to 5 p.m. Monday through Friday

UConn complies with all applicable federal and state laws regarding non-discrimination, equal opportunity, affirmative action, and providing reasonable accommodations for persons with disabilities. Contact: Office of Institutional Equity; 860-486-2943; equity@uconn.edu; equity.uconn.edu.



Office of Institutional Equity (OIE)



About OIE

The Office of Institutional Equity (OIE) ensures the University's commitment and responsibility to foster equitable and inclusive working and learning environments. Our work focuses on administering the University's non-discrimination policies, as well as ensuring compliance with state and federal laws and regulations related to equal opportunity and affirmative action, including but not limited to the Americans with Disabilities Act (ADA), Title IX of the Education Amendments Act of 1972, Title VI and Title VII of the Civil Rights Act of 1964, and the Connecticut Fair Employment Practices Act. This includes OIE serving as the office of the ADA Coordinator and Title IX Coordinator.

Areas of Focus

- [Discrimination and Harassment](#)
- [Title IX](#)
- [Accessibility](#)
- [Employment Equity](#)
- [Training and Education](#)

Contact Us

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Title IX

What is Title IX?

Title IX of the Education Amendments of 1972 is federal civil rights law that prohibits gender and sex-based discrimination at educational institutions that receive federal funding.

While many used to associate Title IX with addressing inequalities facing women and girls in athletics, the scope of Title IX has broadened to provide students and employees protection against sexual harassment, sexual assault, intimate partner violence, and stalking, regardless of gender identity.

Rights Under Title IX

Any student, employee, or applicant for employment or admission to the University who believes they have experienced conduct prohibited under Title IX has the right to file a report, if they so choose. Options include (but are not limited to): reporting to OIE to pursue resolution through the University, reporting to UCPD to initiate criminal proceedings, and/or reporting to external civil rights agencies. For more information on reporting options visit <https://titleix.uconn.edu/file-a-report/>

Please note one does not need to file a report to receive access to support resources. For more information on support resources visit <https://titleix.uconn.edu/get-help/>

Reporting Title IX Information Received

Please reference [For Responsible Employees](#) under **Reporting** on the backside of this brochure.

Why Reporting Matters

Through the application of federal law and University policy, Responsible Employees play an important role in:

- ensuring that impacted individuals receive timely and accurate information about support resources and reporting options

- helping the University identify and respond to systematic patterns and trends with the goal of making the campus a more safe, equitable, and inclusive environment.

Accessibility

UConn is committed to providing equal access and full participation for individuals with disabilities within all University programs and activities. OIE monitors the University's compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. For more information, please visit accessibility.uconn.edu.

• What is an Accommodation?

An accommodation is a modification or adjustment to a program, policy or procedure that helps provide equal access for individuals with disabilities.

• Student Accommodations

The Center for Students with Disabilities (CSD) works with students seeking accommodations. Teaching professionals are notified of approved accommodations by CSD, and may not refuse to provide approved accommodations.

• Employee Accommodations

The ADA Case Manager processes and facilitates requests for workplace accommodations. Employees seeking a workplace accommodation should contact the ADA Case Manager within the Department of Human Resources.

• Visitor Accommodations

OIE can assist visitors or University departments in ensuring equal access for visitors with disabilities.

• Interpreting Services

Individuals seeking communication access should contact UConn Interpreting Services (ucis.uconn.edu).

• Campus and Website Accessibility

UConn strives to ensure physical, electronic and programmatic access for people with disabilities. All University members who maintain externally facing University websites have a responsibility to make their website accessible to people with disabilities; for more information visit accessibility.uconn.edu.

If you have an accessibility concern, please complete an Accessibility Issue Form at accessibility.uconn.edu.

For more information, please visit accessibility.uconn.edu.

Employment Equity

Equal Employment Opportunity (EEO) are practices under which everybody is treated equally and have the same chances of success in regards to employment decisions including hiring, promotion, and termination.

Affirmative Action (AA) is results-oriented initiatives/ programs that address past practices of discrimination. It encompasses all endeavors that support and identify members of disadvantaged and underrepresented groups in an organization.

Search Process

The Employment Equity staff in OIE is responsible for ensuring the University's compliance with various Affirmative Action and Equal Employment Opportunity (AA/EEO) rules and regulations including monitoring the search and hire process. At **Storrs and regional campuses**, OIE's review of faculty and staff searches at the pre-interview and pre-offer stages ensures proactive recruitment strategies and objective, qualification based applicant evaluation. At **UConn Health**, OIE's post-offer search review confirms faculty and staff search documentation meets compliance obligations. The staff also provide support and guidance to search committees, hiring departments, and search administrators to ensure a fair and equitable search process.

Annual Affirmative Action Plans

Annually, OIE fulfills required state and federal reporting obligations by preparing state and federal Affirmative Action Plans and reports for both the University and UConn Health. These Plans provide various statistical analyses and detail the UConn's good faith efforts relative to diversifying the workforce, attaining goals and achieving equal employment opportunity. AA Plans are compiled using workforce, payroll and search committee data.

Training and Education

Diversity Awareness Training

University employees are required to complete 3 hours of Diversity Awareness Training within 6 months of beginning employment. This training provides strategies for fostering a diverse and inclusive working environment, standards for working with and serving persons from diverse populations, and covers policies and federal and state statutory provisions concerning discrimination and related topics, as well as remedies and resources available to individuals impacted by discrimination. Diversity Awareness Training is mandated by the State of Connecticut for employees of state agencies.

Sexual Harassment Prevention Training

All University employees are required to complete 2 hours of Sexual Harassment Prevention Training within 6 months of beginning employment. This training is mandated by the State of Connecticut for all employees in Connecticut. This training provides information and strategies to foster a safe and respectful work environment, and covers policies and federal and state statutory provisions concerning sexual harassment, as well as remedies and resources available to impacted individuals.

Search Committee Training

Employees serving on search committees are required to complete OIE's Search Committee Training module. This training covers topics of Affirmative Action and Equal Employment Opportunity compliance, the University search process, and best practices for recognizing and minimizing implicit bias.

Additional Trainings upon Request

The Office of Institutional Equity is available to conduct tailored training sessions upon request to faculty, staff, and students. Specific topics covered include but are not limited to:

- Title IX Reporting and Resources
- Prevention and Response to Discrimination and Discriminatory Harassment
- Disability Access and Accommodation

Please see <https://equity.uconn.edu/education-and-training/> for information on how to request or enroll in training sessions.