Preventing Harassment & Discrimination
THE OFFICE OF INSTITUTIONAL EQUITY
HR SUPERVISORS MEETING
The Office of Institutional Equity (OIE) supports efforts to uphold the University’s commitment to creating and maintaining a working and learning environment that is inclusive and free of discriminatory conduct.

What we do…

- **Intake and assessment** of alleged discrimination-related concerns for appropriate process and provision of resources.
- Coordination of University’s compliance with **Title IX**.
- **Impartial investigation** of formal complaints and recommendations for equitable resolutions.
- **Facilitation of informal resolution of concerns** that would not constitute a violation of policy to avoid escalation.
- Provision of general and targeted educational training programs.
Reporting is Required by Policy

Any employee in a supervisory capacity is obligated to report to OIE concerns of potential discrimination or harassment of which they are made aware.

Similarly, any employee with a teaching or student advising role is obligated to report to OIE when they are informed or believe that a student may have been subjected to discrimination or harassment.
Reporting to OIE

A report made by a student, staff, or faculty member of their own experience, or one made by someone else on another’s behalf, to a non-confidential resource should be directed to OIE, which will then reach out to the impacted person(s) to provide information about supportive measures and options.

The most efficient and preferred way to report is the submission of an online report to OIE.

To submit an online report: https://equity.arizona.edu/reporting
When OIE receives a report of discrimination or harassment, it will:

• Outreach to provide the impacted individual(s) with information about available options, processes and resources.

• Facilitate the provision of supportive measures.

• When requested and/or appropriate, investigate the circumstances for potential disciplinary action.

• It is not uncommon for the OIE process and departmental and HR efforts to be happening simultaneously. However, departments/supervisors may not conclude that an employee has violated the Nondiscrimination and Anti-harassment Policy or take disciplinary action based on an alleged or perceived violation of the Policy.
Employee Preventing Harassment and Discrimination Online Training Course

- Designed for employees in both supervisory and non-supervisory roles.
- Prepares learners to cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation.
Student Sexual Assault Prevention Online Training

• Engages students in fostering healthy relationships and prepares them to recognize and respond to sexual assault and harassment when it occurs.
• Provides critical knowledge and skills in order to help students make healthy, informed decisions and play a role in keeping our community safe.
• Available through EDGE Learning.
• **Technical**: Employees should be directed to the **24/7 Support Center** to address any technical difficulties while accessing or using EDGE Learning to complete the training.

• **Data**: Supervisors should contact **University Analytics & Institutional Research (UAIR)** with questions relating to data and Analytics reporting about enrollment in and completion of the training.

• **Assign Training**: Supervisors must contact **edge-learning@arizona.edu** to gain access to the Registrar Role for assigning trainings to faculty, staff, student employees and Designated Campus Colleagues (DCCs).

• **Content**: Please contact OIE at **equity-training@arizona.edu** should you have any questions about the content of the training.
University of Arizona Resources on Campus

Office of Institutional Equity
(520) 621-9449
www.equity.arizona.edu

Dean of Students Office
(520) 621-7057
www.deanofstudents.arizona.edu

UAPD
(520) 621-8273 (non-emergency)
www.uapd.arizona.edu

Disability Resource Center
(520) 621-3268
https://drc.arizona.edu/

Bias Education and Support Team (BEST)
https://deanofstudents.arizona.edu/BEST

Human Resources
(520) 621-3660
www.hr.arizona.edu

CONFIDENTIAL OPTIONS

Counseling & Psych Services (CAPS)
(520) 621-3334
https://health.arizona.edu

Survivor Advocacy
(520) 621-5767
https://survivoradvocacy.arizona.edu

Life & Work Connections
(520) 621-2493
https://lifework.arizona.edu