



OFFICE OF THE PROVOST
Equal Opportunity Programs

The Choice is Yours.

Options for resolving matters related to the University's Policy on Harassment, Discrimination, and Sexual Misconduct

Equal Opportunity Programs is responsible for receiving and responding to reports, providing support and resources, and investigating complaints made under the University's Policy on Harassment, Discrimination, and Sexual Misconduct. Our work is grounded in a commitment to fair process, compassion and creativity. We understand that each situation is unique and we are available to meet with you to discuss your experience and to explore options available to you based on your specific circumstances. Support and resources are available to you at any time in the process. Below is a summary of the process options available to you.

Reporting



Share your experience. This information may be retained in EOP records. EOP can use the information to determine if the same person has demonstrated a pattern of conduct.

Conflict Coaching



Request coaching. EOP staff offer coaching on techniques for speaking with the person about whom you are raising concerns.

Shuttle Diplomacy



Request that EOP staff speak with the person about whom you are raising concerns as an intermediary. EOP staff may share information about the concern as well as the impact that you reported the person's behavior had on you. EOP may then communicate back to you regarding the conversation.

Facilitated Conversation



Facilitated conversation is a process through which a neutral and impartial facilitator assists in opening dialogue to understand and potentially resolve conflict. Both you and the person about whom you are raising concerns must agree to mediation.

Administrative Resolution



File a complaint. EOP staff conduct an investigation and determine if it is more likely than not that the respondent violated the Policy on Harassment, Discrimination and Sexual Misconduct. If so, the Associate Provost makes a recommendation to address the violation.

Resolution by a Hearing Panel



File a complaint. EOP staff conduct an investigation and determine if it is more likely than not that the respondent violated the Policy on Harassment, Discrimination and Sexual Misconduct. If the Panel finds a violation, the Panel will then make a recommendation to address the violation.

Training & Office Hours



Request training and/or other supportive resources for your unit. EOP also holds office hours if you would like to stop in with a concern.

If EOP is not an appropriate resource for resolving the matter, EOP will refer you to the appropriate resource. In rare cases, specifically instances that pose a threat to campus safety and security, EOP may have an obligation to proceed with with an investigation. If this occurs, EOP will notify you.