

# The Office of Institutional Equity (OIE)



**Welcome New Department Heads!**  
***a 15-Minute Overview***

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Associate Vice President, Title IX Coordinator & ADA Coordinator

# The Office of Institutional Equity (OIE)

[www.equity.uconn.edu](http://www.equity.uconn.edu)

OIE ensures the University's commitment and responsibility to foster equitable working and learning environments, as outlined in the ***Policy Against Discrimination, Harassment and Related Interpersonal Violence***. Areas of focus include:

1. ADA Compliance
2. Equal Employment/Affirmative Action (EEO/AA)
3. Title IX Compliance
4. Discrimination and Harassment Investigations
5. Training and Education

# Accommodations under the ADA

[www.accessibility.uconn.edu](http://www.accessibility.uconn.edu)

## People with Disabilities

- UConn is committed to achieving equal education and employment opportunity and full participation for people with disabilities.
- A person with a disability must be ensured the same access to programs, opportunities, and activities at the University as all others.

## Reasonable Accommodations

- The University will make ***reasonable accommodations*** for the known limitations of otherwise qualified applicants and employees with disabilities.
- **Employees can request workplace accommodations by contacting Human Resources.**
- Center for Students with Disabilities coordinates student accommodations.

# Search & Hiring, Retention & Promotion (AA/EEO)

- All individuals serving on a **search committee** must attend in-person Search Committee Training
  - UConn has an obligation and commitment to expend *good faith efforts* to diversify its staff and faculty workforce
- **Retention and Promotion** - Inclusive Excellence includes:
  - Engaged Leadership
    - Model a willingness to explore and address their own biases
    - Bring in speakers, trainers, articles, etc.
  - Mentoring, Coaching, and Sponsorship
    - Vital for members of traditionally underrepresented groups seeking advancement
  - Monitor & Address Department Climate Issues

# Age, Animals and Religion

- **Age Act**
  - Concerns about a student's access to or participation in any University program, service, or activity based on that student's age may be raised to UConn's Age Act Committee, coordinated by OIE
  - When a concern is submitted, the Age Act Committee will gather facts, deliberate and issue a decision on the student's access or participation
- **Animals on Campus**
  - Can be a complicated area; review Policy and consult OIE as helpful
- **Religious Accommodations**
  - UConn's Religious Accommodation Policy sets forth procedures governing religious accommodations in the work and learning environments

# Title IX

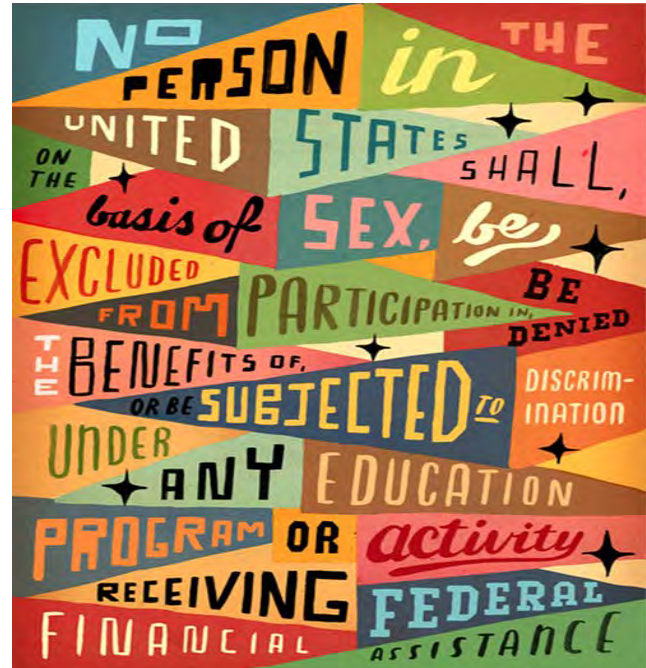
[www.titleix@uconn.edu](mailto:www.titleix@uconn.edu)

## Responsible Employee Reporting Obligations\*

Student Disclosures of:

- Sexual Assault
- Intimate Partner Violence
- Stalking

\*Exceptions: course assignments; IRB research, public speak-out events



# Manager Reporting Obligations

- You have **expanded reporting obligations** as Dean/Department Head as compared to non-supervisory faculty
- **Deans and Department Heads** are obligated to report to OIE:  
...all relevant details about an incident of Prohibited Conduct (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation) where either the Complainant or the Respondent is an Employee. **Reporting is required when . . . Department Heads . . . know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.**