

What is the role of the EEO/AA Office?

Investigating Complaints Based on:

- Gender
- Gender Identity or Expression
- Race or Color
- Religion
- National Origin or Ethnicity
- Age
- Disability
- Sexual Orientation
- Pregnancy
- Military Status
- Genetic Information
- Title IX

Providing Accommodations

- We provide accommodations under the ADA for employees or students who are working on campus.
- We also provide religious accommodations for employees or students who are working on campus.

Compliance Reporting/Monitoring

- Federal and State EEO data collecting and reporting
- UA's Hiring Process and Procedures

Educating the Campus Community

- Harassment and Discrimination Prevention



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Equal Employment Opportunity

Preventing Harassment and Other Forms of Discrimination:

It's a Shared Responsibility



Office of Equal Employment Opportunity

Administrative Services Building Suite 101
Phone: 330.972.7300
Fax: 330.972.5816
E-mail: EEOCompliance@uakron.edu
Website: <http://www.uakron.edu/hr/eeoaa>

Our shared responsibility to report harassment ...



What is my role?

We have a shared responsibility to make the University of Akron a great place to work for each and every employee and an extraordinary experience for each and every student. We urge every faculty, staff employee, and student to:

1. Review UA's Non-Discrimination and Harassment Policy (3359-11-13).
2. Be aware of the types of harassment and the different forms of discrimination that can create an intimidating or offensive environment.
3. Be aware of our shared responsibility to report such unacceptable behavior.

Where can I learn more about this topic?

- Employees can email: EEOCompliance@uakron.edu to ask about online trainings.
- In person training can be scheduled for departments.

How do I get help?

Concerns regarding employee behavior should be reported to the Equal Employment Opportunity Office at 330-972-7300 or EEOCompliance@uakron.edu. Employees can also speak with their immediate supervisor or department head if the concern is with the immediate supervisor.

Students with a concern about other students' behavior should contact the Office of Student Conduct and Community Standards at 330-972-6380.

What if I am not sure if it is covered under the policy?

The EEO Office would be happy to review the incident with you and help you decide how to proceed.

What should I do if I hear about an incident or complaint?

Anyone who is contacted about or knows of a potential incident of harassment or discrimination **must** report the incident to the appropriate University official as soon as possible.

Responses can range from informal conferences to potential discipline. Our goal is to correct the behavior and create a good working environment for everyone.

What is Title IX?

Title IX of the Education Amendments Act of 1972 is a federal law that prohibits discrimination in educational opportunities on the basis of gender.

What does Title IX cover?

Title IX covers:

- Gender Discrimination
- Sexual Harassment
- Sexual Misconduct, including Assault
- Pregnancy Discrimination
- Domestic Violence
- Dating Violence

What are my obligations under Title IX?

All University faculty are mandatory reporters and must report any potential Title IX issues of which they know. Reports can be filed in person or online. More information on reporting options and resources can be found at: www.uakron.edu/title-ix/

Confidential Resources

Hope and Healing —(330) 374-1111

Health Services—(330) 972-7808

Clinic for Individual and Family Counseling—
(330) 972-6822