



UCO and OFSL Advisors



Agenda



- UCO Policies and Definitions
- Making a Report
- Support Options
- EOC contact information

University Compliance Office



- Central office at UNC-Chapel Hill for responding to protected-status harassment and discrimination, sexual misconduct, stalking, and workplace violence
- Neutral, private
- University's Title IX Coordinator: Elizabeth Hall
- Report and Response Team
- Investigation Team
- Accommodations Team

Community Values & Expectations



The UCO supports the University's mission to provide a **safe, diverse, and equitable** environment for all members of the Carolina community.



UCO Policies

UCO Policies



- Policy on Prohibited Discrimination, Harassment, and Related Misconduct
 - Applies to all members of the UNC community, including organizations
- Policy on Prohibited Sexual Harassment Under Title IX
 - Applies to all members of the UNC community
- Workplace Violence Policy
 - Applies to employee and third-party conduct
 - Now includes hazing: go.unc.edu/hazing
- Accommodations Policy
 - Applies to students, staff, and applicants

Hazing



- Prohibited under WPV for employees, contractors, visitors, and other third parties within the University's control.
- Defined by the Student Code of Conduct
 - Engaging in conduct or activities that coerce or subject another individual, with or without their consent, to risk of personal injury, mental or psychological distress, humiliation, abuse, sexual acts, and/or other personal indignities of a highly offensive nature, including activities that induce, cause, or require another individual to perform a duty or task that involves a violation of University policy [or laws], in connection with group or student organization membership.
 - Range from harmless pranks to dangerous and illegal activities.

go.unc.edu/hazing

Requesting an Accommodation



- Submit an accommodations request to the UCO
- UCO will:
 - Discuss the request with you
 - Discuss the request with your supervisor/instructor
 - Gather any additional needed information
 - Make a determination on reasonableness
 - Notify you and your supervisor/instructor

PPDHRM Prohibited Conduct



Prohibits Discrimination & Harassment based on a Protected Status:

Age	Color	Disability
Gender	Gender Expression & Identity	Genetic Information
National Origin	Race	Religion
Sex	Sexual Orientation	Veteran Status

Sex discrimination includes:

- Sexual Harassment
- Sexual Assault/Sexual Violence
- Sexual Exploitation
- Pregnancy discrimination

Prohibits Related Misconduct:

- Relationship Violence
- Stalking
- Retaliation

Defining Terms



- ## Discrimination

Any unlawful distinction, preference, or detriment to an individual as compared to others that is based on an individual's Protected Status and that is sufficiently serious to unreasonably interfere with or limit access to employment or educational programs and activities.

Discrimination includes failing to provide or implement reasonable accommodations.

- ## Harassment

Behavior based on a person's Protected Status that interferes with participation in University programs and activities:

Hostile Environment: based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity

Quid Pro Quo: (this for that) where submitting/rejecting to the conduct is used as the basis for decisions affecting participation in programs and activities

Sexual Violence, Interpersonal Violence, & Stalking



- Sexual Assault/Sexual Violence
 - Having or attempting to have sexual contact with someone without their consent
- Interpersonal Violence/Relationship Violence
 - Physical, sexual, emotional, economic, or psychological actions by an intimate partner, spouse, or family member that cause fear or substantial emotional distress
- Stalking
 - Repeated, unwanted attention; physical, verbal, or electronic contact; or other acts that cause fear or substantial emotional distress

Sexual Exploitation



Threatening to disclose someone's sexual orientation or gender identity or expression

Observing someone's nudity or sexual contact without consent

Streaming images, videos, or audio of nudity or sexual contact without consent

Distributing images, videos, or audio of nudity or sexual contact without consent

Prostituting another individual

Knowingly exposing someone to an STI

Knowingly failing to use agreed-upon method of contraception without consent

Inducing incapacitation to take sexual advantage of another

Consent



- Communication of an affirmative, conscious, and freely made decision to engage in agreed upon forms of sexual contact.
- An outward demonstration, through understandable words or actions, that conveys a clear willingness to engage in sexual contact.
- Consent cannot be obtained by coercion or force or by taking advantage of one's inability to give consent because of incapacitation or other circumstances (such as age).

Complicity & Retaliation



- Complicity
 - Any activity that knowingly helps, promotes, or encourages another person to engage in any conduct prohibited by UCO policies
- Retaliation
 - Retaliation is any adverse action or attempted action that would discourage a reasonable person from engaging in protected activity.
 - Protected Activity includes things like a person's actual or perceived participation in an UCO resolution process or participation in the accommodations process.
 - Adverse actions may include things like intimidation, threats, adverse employment or educational actions, or other malicious and purposeful interference related to the resolution of a report.

Other Policy Prohibitions



- Violate restraining orders or no-contact orders imposed by government or campus authorities or any other Supportive Measures established by University personnel;
- Violate the terms of disciplinary proceedings or of any sanction imposed pursuant to such proceedings;
- Engage in acts of bad faith or dishonesty intended to interfere with the resolution process and the procedures established under University Compliance Office policies.
 - Includes intentionally and unreasonably delaying the resolution process, deliberately furnishing false or misleading information to University personnel acting in the scope of their official duties, or authorizing or instructing others to engage in such acts on one's behalf
- Copy, screenshot, photograph, record, or in any other manner reproduce materials provided by UCO; disclose such materials; or allow, authorize, or instruct others to engage in such acts on one's behalf.

Intersectional Discrimination



- Intersectional discrimination and harassment occur when discrimination or harassment is based on a combination of interconnected protected statuses
 - Real or perceived protected status

Antisemitism



- Antisemitism can be a form of intersectional discrimination or harassment based on religion and/or national origin.
- Antisemitism may manifest as engaging in misconduct against an individual because the individual is (or is perceived to be) Jewish or from Israel.
 - Examples: defacing an individual's property with a hateful symbol or word (e.g., a swastika); refusing to allow an individual to participate in a program or event sponsored by the University; using force or intimidation to obstruct the path of an individual
- Evidence of perceived protected status may include association with Israel or with a Jewish organization, wearing religious attire (e.g., a kippah), or displaying a religious symbol associated with Judaism (e.g., a star of David).

Islamaphobia



- Islamophobia can be a form of intersectional discrimination or harassment based on national origin (from a Middle Eastern nation) and/or religion (Muslim).
- Islamophobia may manifest as repeated incidents of slurs based on an individual's actual or perceived protected status
 - Examples: blaming an individual for actions of others of their actual or perceived shared identity as Middle Eastern or Muslim (e.g., calling them a terrorist); or denying an individual access to or refusing to allow an individual to participate in any program sponsored or hosted by the University because of their actual or perceived protected status.
- Evidence of perceived protected status may include association with a country in the Middle East, wearing attire (hijab), displaying a religious symbol associated with Islam (Crescent and star)



Making a Report

How to Report



- Submit information via the UCO's online reporting form
- By email:
 - Elizabeth Hall, Title IX Coordinator
titleixcoordinator@unc.edu
 - Report and Response Managers
reportandresponse@unc.edu
 - Director of Report and Response
cassidy_johnson@unc.edu
- Report and Response Managers may be available in-person at the UCO Office
 - 214 W. Cameron Ave, 2nd floor
- Via telephone
 - UCO: (919) 966-3576
 - Title IX Coordinator: (919) 962-7185
 - Report and Response Managers: (919) 445-2759

[Make an Incident Report](#) [Request Accommodations](#)

[Report an Access Concern](#) [Contact UCO](#) [Translation Guide](#)

In an emergency, call 911

[HOME](#)

[WHO WE ARE](#) ▾

[WHAT WE DO](#) ▾

[POLICIES](#) ▾

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The Equal Opportunity and Compliance Office is undergoing a name change and will be renamed the University Compliance Office. We anticipate the transition will be complete by August 2025. For more information and answers to common questions, [please visit our FAQ page](#).

We are the University Compliance Office at
the University of North Carolina at Chapel Hill.

**Dedicated to the well-being and success of
Carolina's most valuable asset— its people.**

Who are Responsible Employees at UNC?

All non-confidential employees and confidential employees acting outside of their confidential designation

- Designation applies to any information, no matter the context or circumstance you're in when disclosure happens.



Explaining Your Role



- **Support and Listen**
 - Give them your full attention
 - Acknowledge that you appreciate them sharing their experience with you and that you and the University take it seriously
- **Provide Resources**
 - If there are immediate health or wellbeing needs, connect them with Campus Health or CAPS
 - Find out if they'd prefer to talk to a confidential resource (GVSCs, CAPS, Ombuds, Campus Health)
- **Follow Their Lead**
 - Your role is not to investigate
 - Let them guide the conversation and how much they choose to share but **do not discourage them from reporting**

“Before you go any further, I just want you to know that I am required to share information you tell me about potential incidents of discrimination, harassment, and related misconduct with the University Compliance Office. I cannot keep what you tell me confidential. If you would prefer, I can tell you about some confidential resources on campus and in the community. I can also explain what will happen after I share the information with the UCO, if you choose to talk further with me. Either way, I am here to support you.”

What to Report



- All known information
- Name(s) of the impacted individual(s)
- Names of everyone involved, including witnesses
- Date and time of incident if known
- Location of incident if known

You should ask for the name of the affected individual and the others involved and include this information in your report. The University cannot take steps to ensure an individual's safety if we do not know who they are.



What happens after a report has been made?

When UCO Receives a Report



Responsible Employee
report is made

UCO staff will email
outreach to
the impacted person

UCO staff assesses the
nature of the allegation
and information about
the risk to the parties
and campus

Impacted person
decides whether to
respond to UCO
outreach

Support Options

- Campus Health Services
- Emergency Room
- Gender Violence Services Coordinators
- Counseling and Psychological Services
- University Ombuds Office



VPAS
Violence Prevention *and*
Advocacy Services

 **Safe** at UNC



Supportive Measures

Individualized, non-punitive actions to ensure equal access and foster a safe environment



Examples include:

- Campus No Contact Order
- Changes to housing, work, or classes
- Traffic pattern check
- Help managing workload and deadlines
- Academic support
- Others as needed (OFSL advisor, e.g.)

Report and Response Options



- Documentation
- Informal Response
 - Informal conversations, education and training
- Formal Response
 - Alternative Resolution, Formal investigation

Note: anonymous reports may impact options that exist



Search this site...



[LEAVE WEBSITE](#)

[Support and
Services](#)

[File A Report](#)

[Policy Information](#)

[Supporting
Victims/Survivors](#)

[Awareness,
Education, and
Prevention](#)

[Emergency
Support](#)

This website is the main portal at UNC-Chapel Hill for resources and information about discrimination, harassment, sexual violence, interpersonal violence, and stalking.

[Support and
Services](#)

[File A Report](#)

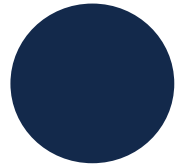
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UCO Office & Contact Information



Location: 214 West Cameron Ave, Second floor

- Title IX Coordinator, Elizabeth Hall
- For support and reporting options:
 - Phone: 919-445-2759
 - Email: reportandresponse@unc.edu
 - Meetings available in person, by phone, or video call
- For all accommodations, email accommodations@unc.edu



EOC.UNC.EDU



Questions and Conversation