

# OFFICE OF INSTITUTIONAL EQUITY

## Affirmative Action and Recruitment

The Division of Affirmative Action and Recruitment is responsible for the maintenance and management of the University's Affirmative Action portfolio, including managing the academic hiring process, federal and state EEO compliance reporting, and assisting with the overall recruiting mission of the University.



## Title IX

The Division of Title IX serves as a centralized resource to support all University students who have experienced or have been accused of sex discrimination and sex-based harassment; assists students; and conducts investigations, facilitates alternative resolutions, and administers the disciplinary process related to Title IX complaints.



## Training and Education

The Division of Training and Education is responsible for prevention and education efforts; this work focuses on educating the Columbia community about the laws and University policies and procedures that govern our conduct. This Division also helps facilitate the informal resolution processes.



## What we do

The Office of Institutional Equity (OIE) is firmly committed to providing a learning, working, and campus living environment that is free from discrimination and harassment and that fosters a nurturing and vibrant community founded on the fundamental dignity and worth of all of its members.

## Anti-Discrimination and Harassment

The Division of Anti-Discrimination and Harassment is responsible for screening and managing all incidents from inception through resolution. This Division is also responsible for monitoring compliance with policies and laws that ensure equal opportunity for faculty, staff, and students.



## Case Management

The Division of Case Management is a 1:1 neutral service to coordinate supportive resources and approved accommodations, present resolution options, rights, processes, and procedures under University policies, and help facilitate informal resolution options.



## Protection of Minors

The Division of Protection of Minors is responsible for ensuring all those involved with minors adhere to standards of conduct for all interactions between members of our community and minors, including reporting suspected abuse and maltreatment of minors and registration and training for individuals in programs involving minors.



## HERC

The Division of HERC is a nonprofit consortium committed to advancing diversity, equity, and inclusion in the higher education workforce by providing resources, networking, and outreach programs to attract, hire, and retain a diverse and qualified workforce.



## WHERE DOES MY REPORT GO?

Depending on the nature of your report, the following offices – in addition to an individual's school, college, or department – may be involved in the follow-up:

### Anti-Discrimination and Harassment

The Division of Anti-Discrimination and Discriminatory Harassment is responsible for screening and managing all incidents from inception through resolution.



### Title IX

The Division of Title IX serves as a centralized resource to support all University students who have experienced or have been accused of sex discrimination and sex-based harassment.



### School, College, Department, and/or HR

If a complaint does not implicate a university policy, it may be referred to the school, College, Department, or Human Resources to address the nature of the report.



### University Life

University Life serves as a student life hub for the University and are committed to promoting a diverse and inclusive campus culture where students can thrive in all dimensions of their lives.



### Center for Student Success and Intervention

The Center for Student Success and Intervention (CSSI) uses a 360-degree lens approach to student support work, including student conduct, intervention case management and student support initiatives.



## WHAT HAPPENS NEXT



### Case Management

Case Management is a 1:1 neutral service to coordinate supportive resources and approved accommodations, present resolution options, rights, processes and procedures under University policies, and help facilitate informal resolution options.



### Administrative Resolution

Administrative Resolution is a non-disciplinary resolution option that can take place when a reporting party does not want to engage in other resolution processes or when OIE does not have sufficient information to initiate an investigation.



### Mediation

Mediation is a non-disciplinary, voluntary resolution option that allows for parties, with the guidance of a facilitator, to collectively identify and discuss shared issues and appropriate resolution. The goal is to allow participants to develop their own solutions to their conflict.



### Restorative Justice

A Restorative Justice ("RJ") Conference is a non-disciplinary resolution option intended to restore relationships and repair harm after a conflict has occurred. A party may request to engage in RJ at any stage of the investigative or disciplinary process.



### Investigation & Adjudication

An investigation is the disciplinary resolution option utilized to investigate certain allegations. There are multiple possible routes for investigation, based on a variety of factors.

## WHAT SUPPORT CAN OIE PROVIDE?

### Academic Accommodations

OIE Case Managers will work with the appropriate university staff including notifying academic advisors regarding missed classes, dropping classes, withdrawal, exam extensions, etc.

### Attorney-advisors

Where applicable by policy OIE will connect students to attorney advisors during the investigative process.

### Resolution Options

OIE staff will present resolution options, rights, processes, and procedures under University policies and help facilitate informal resolution options.



### Referrals

Makes referrals to to supportive and confidential resources on campus, such as counseling and Sexual Violence Response.



### Interim Measures

Examples of interim measures include:

- No-contact directives
- Restricting a Party's access to campus buildings and/or University property
- Moving a Student's residence or an Employee's office;
- Suspension from activities



### Pregnancy Accommodations

The Title IX Office supports the student as they arrange reasonable accommodations, in collaboration with faculty and their advisor, that allow them to fully participate in their academic program/campus to meet the individual's needs.



### Support throughout

OIE will work with individuals through their time of enrollment or employment at the University, including after the resolution process has concluded.

