The Ohio State University is committed to building and maintaining a diverse community to reflect human diversity and to improve opportunities for all. The university is committed to equal opportunity, affirmative action, and eliminating discrimination and harassment. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

Ohio State does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, protected veteran status, or any other bases under the law, in its activities, academic programs, admission, and employment.

In addition, the university complies with Executive Order 2019-05D, which prohibits any Ohio State employee from discriminating against any other employee or applicant on the basis of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, genetic information, or sexual orientation, as those terms are defined in Ohio law, federal law, and previous Executive Orders, in making any of the following employment-related decisions:

a. Hiring
b. Layoff
c. Termination
d. Transfer
e. Promotion
f. Demotion
g. Rate of Compensation
h. Eligibility for In-Service Training Programs

Purpose of the Policy
To promote equal employment opportunity and prohibit discrimination and harassment based on the aforementioned protected classes and in accordance with the law or applicable executive order, including and not limited to: Americans with Disabilities Act, Age Discrimination Act of 1975, Age Discrimination in Employment Act, Genetic Information Nondiscrimination Act, Pregnancy Discrimination Act, Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Vietnam Era Veterans’ Readjustment Assistance Act of 1974, Ohio Executive Order 2019-05D, Executive Order 11246, and any other laws or applicable executive orders related to equal opportunity.
Affirmative Action, Equal Employment Opportunity & Non-Discrimination/Harassment, 1.10

Interim University Policy

Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

Definitions

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affirmative Action</td>
<td>The university’s proactive efforts to recruit, hire, and advance qualified minorities, women, persons with disabilities, and covered veterans, as required of federal contractors.</td>
</tr>
<tr>
<td></td>
<td>Affirmative Action Plan Includes a number of quantitative analyses designed to evaluate the percentage of women, racial and ethnic minorities, individuals with disabilities, and veterans employed throughout the university, and based on these percentages, to assess specific areas where the university can improve its affirmative action outreach and recruiting efforts.</td>
</tr>
<tr>
<td>Applicant</td>
<td>An individual who has applied for a specific position at the university, meets the basic qualifications for the position, is considered by the university for the position, and does not voluntarily remove themselves from the position.</td>
</tr>
<tr>
<td>Appointees</td>
<td>An individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System.</td>
</tr>
<tr>
<td>Complainant</td>
<td>Any person who is reported to have experienced conduct prohibited by this policy, regardless of whether that individual makes a report or participates in the review of that report by the university, and regardless of whether that person is a member of the university community.</td>
</tr>
<tr>
<td>Discrimination</td>
<td>Discrimination (disparate treatment and disparate impact) occurs when an adverse employment or academic action is taken and the action is based upon one’s protected class status. Disparate treatment occurs when one suffers less favorable treatment than others because of their protected class status. Disparate impact occurs when a university policy or practice, although neutral on its face, adversely impacts persons in a protected class.</td>
</tr>
<tr>
<td>Equal Employment Opportunity</td>
<td>All persons shall have equal opportunity for university employment free of discrimination regardless of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law.</td>
</tr>
<tr>
<td>Harassment</td>
<td>Unwelcome, verbal or physical conduct based on an individual’s protected class that is (1) sufficiently severe, persistent, or pervasive such that it unreasonably interferes with, denies, or limits an individual’s ability to participate in or benefit from the university’s education and employment programs and activities; and/or (2) is based on power differentials (quid pro quo) or the creation of a hostile environment.</td>
</tr>
</tbody>
</table>

It can take two forms: power differentials (quid pro quo) or hostile environment:

A. **Quid pro quo harassment exists when:**
   1. There are unwelcome requests or demands based on a protected class; and
   2. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic status; or
   3. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions adversely affecting such individual.

B. **Hostile environment in the employment context** includes any situation in which there is harassing conduct that is sufficiently severe, persistent, or pervasive such that it unreasonably interferes with an individual’s work performance or creates an intimidating, hostile, or offensive work environment. **Hostile environment in the education context** includes any situation in which there is harassing conduct that limits, interferes with, or denies educational benefits or opportunities, from both a subjective (the complainant’s) and an objective (reasonable person’s) viewpoint.
   1. The determination of whether an environment is “hostile” is based on a totality of circumstances. These circumstances may include:
      a. The degree to which the conduct interfered with the complainant’s educational or work performance;
      b. The type, frequency, and duration of the conduct;
      c. The identity of and relationship between the respondent and the complainant(s);
      d. The number of individuals involved;
      e. The age and sex of the respondent and the complainant(s);
      f. The location of the incident(s) and the context in which it occurred;
      g. The nature and severity of the conduct;
## Interim University Policy

**Term** | **Definition**
--- | ---

h. Whether the conduct was physically threatening;
i. Whether the conduct was humiliating;
j. The effect of the conduct on the complainant’s mental or emotional state;
k. Whether the conduct arose in the context of other discriminatory conduct;
l. Whether the speech or conduct deserves the protections of academic freedom or the first amendment.

2. A single or isolated incident of harassment may be severe enough to create a hostile environment.

* See [Sexual Misconduct policy 1.15](#), for the definition of sexual harassment.

**Protected Class**
Protected class is defined by federal law/executive order or Ohio State policy. The protected classes include: age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, protected veteran status, or any other bases under the law.

**Respondent**
Any member of the university community who is reported to have engaged in conduct prohibited by this policy.

**Retaliation**
Adverse action against an individual because they made a protected disclosure, as defined in [*Whistleblower policy 1.40*](#), or has participated in an investigation, proceeding or hearing involving a protected disclosure.

**Student**
An individual to whom an offer of admission has been extended, paid an acceptance fee, registered for classes, or otherwise entered into another agreement with the university to take instruction. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms, and includes those with a continuing educational relationship with the university; “Student” also includes registered student organizations. A student organization remains a “student” for purposes of this policy for one calendar year following the expiration of the organization’s most recent registration.

The university reserves the right to administer this policy and proceed with any process provided by this policy even if the student withdraws from the university, is no longer enrolled in classes, or subsequently fails to meet the definition of a student while a disciplinary matter is pending.

**University community**
Faculty, staff, students, student employees, graduate associates, appointees, volunteers, suppliers/contractors, and visitors.

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### Policy Details

#### I. Affirmative Action

A. The university is committed to take affirmative action consistent with federal and state law to increase the employment and retention of individuals in underrepresented demographics.

B. The university will make good faith efforts for outreach consistent with federal and state law to decrease underrepresentation.

C. The university will gather and analyze necessary data pursuant to the university’s *affirmative action plan*. In accordance with applicable law, the university invites: (i) job applicants to voluntarily self-identify their race, ethnicity, gender, disability status, and veteran status at the pre- and post-offer stages of the hiring process; and (ii) employees to voluntarily self-identify their disability status at five year intervals thereafter. Submission of this information is voluntary and refusal to provide it will not subject the job applicant or employee to any adverse treatment.

D. Pursuant to the university’s affirmative action plan, the university will review progress on an annual basis.

#### II. Equal Employment Opportunity (EEO)

A. Job Postings
Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

1. All job postings and advertisements must include the following tagline: The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, or protected veteran status.

2. Applicants are encouraged to complete and submit the Equal Employment Identification form.

B. All employment practices including, but not limited to, recruitment, selection, promotion, compensation, and all other management decisions will provide equal opportunities for all individuals.

III. Discrimination and Harassment

A. Scope
1. This policy applies to alleged discrimination or harassment in any medium. Discrimination and harassment may manifest in many evolving forms, including but not limited to: physical, verbal, visual, and online/electronic/social media.

B. Location
1. This policy applies to alleged discrimination or harassment that takes place on university property or at university-sponsored events, regardless of their location.
2. This policy may also apply to alleged discrimination or harassment that occurs off-campus, including virtual spaces, when it could reasonably create a hostile environment.
3. For students, this policy also applies in circumstances described in Section 3335-23-02 (A) and (B) of the Code of Student Conduct.

C. Jurisdiction
1. The university has a compelling obligation to address allegations and suspected instances of discrimination or harassment when it knows or should have known information that would lead a reasonable person to believe that this policy has been violated.
2. The university’s disciplinary response may be limited if the respondent is a visitor or other third-party or is not subject to the university’s jurisdiction.

D. Receiving counseling and support
1. Members of the university community impacted by discrimination or harassment are encouraged to use counseling and support services, listed in the Resources section.

IV. Reporting Allegations of Discrimination and Harassment

A. Any university community member or individual who is directly involved in, observes, or reasonably believes that discrimination or harassment may have occurred can submit a report to the Office of Institutional Equity:
1. Online – reporting form at equity.osu.edu
2. Call – 614-247-5838
3. Email – equity@osu.edu

B. Making a report to the university does not preclude the individual from filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes.

C. Individuals, including members of the university community, may submit reports anonymously via the following resources.
1. The university’s Anonymous Reporting Line, accessible online or via telephone at 866-294-9350.
2. Online reporting form at equity.osu.edu

V. Confidentiality and Privacy

A. The university recognizes the importance of confidentiality and privacy. Information received in connection with the reporting, investigation, and resolution of allegations will be treated as private and will only involve individuals whom the university determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate university functions, or when the university is required to provide information under the law.
B. If an incident is disclosed or reported to the university and the individual requests that no investigation be conducted or disciplinary action taken, the Associate Vice President of the Office of Institutional Equity or designee will explain that the university prohibits retaliation and explain the steps the university will take to prevent and respond to retaliation if the individual participates in a resolution process. The Associate Vice President of the Office of Institutional Equity or designee will evaluate the request to determine whether the university can honor the request while still providing a safe and nondiscriminatory environment.

C. A decision to proceed despite an individual’s request will be made on a case-by-case basis after an individualized review, and the complainant will be notified if such a decision is made.

D. All individuals involved in the process should observe the same standard of discretion and respect for everyone involved in the process.

VI. Retaliation
A. Retaliation is prohibited by university policy and law. The university will not tolerate retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a complainant, or participates in an investigation of discrimination or harassment.

B. Retaliation is a serious violation that can subject the offender to discipline, up to and including termination of employment and/or suspension or dismissal of a student, independent of the merits of the underlying allegation. Allegations of retaliation should be reported to the Office of Institutional Equity.

VII. Investigation and Resolution Options
A. Initial assessment
1. The Office of Institutional Equity or designee reviews all reports of discrimination and harassment under this policy for an initial assessment of the reported information. The available resolution options will be guided by the availability of information or evidence suggesting that a policy violation may have occurred, the university’s obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct, and the availability or desire of the complainant to participate in an investigation or other resolution.

2. Upon completion of an initial assessment, the Associate Vice President of the Office of Institutional Equity designee will determine the available options for resolution and will communicate options to the parties.

B. Informal resolution
1. Informal resolution may be utilized in some circumstances if the university deems appropriate.

2. Informal resolution may be appropriate for responding to anonymous reports and/or third-party reports when the university is unable to conduct further investigation.

3. In all cases, the university will inform the complainant of the right to end the informal resolution process at any time. If the complainant chooses to end the informal resolution process, the university will inform the complainant of options, including the option to begin the formal stage of the report process.

C. Investigative resolution
1. The Office of Institutional Equity or designee may resolve a report of discrimination through investigative resolution when the alleged misconduct, if true, would be prohibited under applicable university policy. In instances when informal resolution is inappropriate, when any party requests, or when the university requires formal investigation, the university will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process.

2. Parties have an equitable right to:
   a. Receive notice before participating in an interview with sufficient time to prepare for meaningful participation;
   b. A process with reasonably prompt time frames, with extensions for good cause, as described in the Procedure section below;
   c. Present relevant information to the investigator, including evidence and witnesses;
Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

d. Receive timely and equal access to any relevant information or documentation gathered during the investigation;

e. Have an advisor of their choosing, including an attorney, advocate, or other support person who is not a potential witness in the investigation or could otherwise compromise the investigation, who provides support throughout the formal resolution process, including being present for any meetings or hearings. An advisor or other support person may only provide counsel or support for a party and not actively participate in the process, unless clarification is needed as determined by the university. The advisor may not engage in any conduct that would constitute harassment or retaliation against any person who has participated in an investigation and may be denied further participation if such conduct occurs; and

f. Investigators who are adequately trained to resolve cases of alleged discrimination and harassment, are familiar with applicable policies and procedures, and who do not have a conflict of interest or bias for or against either party.

3. Under some circumstances, the Office of Institutional Equity may have an obligation to formally investigate a complaint, such as when there is a risk to the campus community, and the complainant will be informed as such.

VIII. Remedies

A. When the university makes a finding of a policy violation or inappropriate behavior, it will take steps, whether individual or systemic, to stop the alleged harassment and/or discrimination, prevent its recurrence, eliminate any hostile environment, and remedy the discriminatory effects on the complainant and others, as appropriate.

B. Corrective action/sanctions

1. When the respondent is a student, potential sanctions include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational sanctions.

2. In the event that a record of such sanction will become a part of the respondent’s educational records, prior notice will be given.

3. When the respondent is an employee, corrective actions may be taken pursuant to the Corrective Action and Involuntary Termination policy, Student Employment policy, and/or the Rules of the University Faculty 3335-5-04. Disciplinary corrective actions include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination, and other appropriate corrective actions.

4. In the event that a record of such corrective action will become a part of the respondent’s personnel records, prior notice will be given.

5. Student employees may be subject to corrective action and sanctions under both sections VIII.B.1 and VIII.B.3 above. For instance, a student employee who is dismissed from the university under section VIII.B.1 may also be subject to termination or other corrective action under section VIII.B.3.

C. When the university is unable to proceed with formal resolution, such as lack of information in the report or request by the complainant that an investigation not move forward, the university may take other remedial measures as appropriate to remedy the effects of the alleged discrimination or harassment and/or prevent its recurrence. Remedial measures may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of a policy violation.

IX. Interim Measures

A. The complainant or respondent may request with or without an investigation, interim measures be taken. Upon determination regarding the interim measure request, the Office of Institutional Equity, in collaboration with other university offices when applicable, will review the request to determine if the interim measures can be put in place.
X. False Allegations
   A. It is a violation of this policy for anyone to knowingly or with reckless disregard for the truth make false allegations of discrimination or harassment. Corrective action/sanctions may be imposed on individuals who knowingly or with reckless disregard for the truth make false allegations.
   B. The absence of a finding of a policy violation is not equivalent to a false allegation.

XI. Process Abuse
   A. No member of the university community may:
      1. obstruct, prohibit, exert improper influence over, or interfere with any individual making a report, participating in a process, or carrying out a responsibility covered by this policy;
      2. falsify or misrepresent information in or related to a process covered by this policy;
      3. disrupt or interfere with the orderly conduct of any proceeding conducted under this policy; or
      4. fail to comply with any directive, sanction, or corrective action issued pursuant to this policy.

PROCEDURE

I. Investigative Resolution Process
   A. If an investigative resolution process begins, parties will be informed of the procedures of the investigation and all allegations being investigated.
   B. The investigation generally will include interviews with the parties, relevant witnesses, and a review of relevant documents and other available evidence. Parties will be updated on the status of the investigation.
   C. During the investigation process, a party’s advisor or other support person is a silent and non-participating presence to observe and provide support for the party.
   D. When reported conduct may violate both this policy and another university policy, the Office of Institutional Equity will consult with the appropriate university office(s) to determine how the matter should be investigated and adjudicated. This may, but is not required to, involve a joint investigation by more than one office. The office or process used to investigate and adjudicate the matter is within the sole discretion of the university, but procedures set forth in this policy will be used to investigate and adjudicate alleged violations of this policy. The Office of Institutional Equity may refer possible violations of other university policies to an appropriate office at any time.
   E. The preponderance of the evidence standard will be applied to determine policy violations.
   F. In cases involving sex-or-gender based discrimination or harassment, the Title IX Coordinator or designee will be consulted.
   G. The Office of Institutional Equity may refer possible violations of other university policies to an appropriate office at any time.

II. Investigations Involving Student Respondents
   A. The investigator will determine if there is reasonable cause to believe that violation of this policy may have occurred. Reasonable cause is credible information to support each element of the violation, even if that information is only a credible witness or a complainant’s statement.
   B. Charges may be issued by an appropriate university official when a finding of jurisdiction is made and there is reasonable cause to believe that a violation of this policy may have occurred. Charges will not be issued where a complaint is unsupported by any credible information or does not meet the elements of a policy violation.
      1. If there is not reasonable cause, the investigative resolution process will end; however, a referral to other investigative units and/or additional resolution processes may be appropriate if the alleged conduct may
Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

violate another university policy. Other options, including interim measures, remain available to both the complainant and respondent.

2. If the investigator finds reasonable cause that violation of this policy may have occurred, the respondent may choose to accept responsibility and the proposed sanctions or request a hearing.

C. If a hearing is requested, the investigator will refer the matter to a hearing body. The hearing bodies must be adequately trained to resolve cases of alleged harassment and discrimination, familiar with applicable policies and procedures, and free from conflict of interest or bias for or against either party. The preponderance of the evidence standard will be applied to determine policy violations.

D. The parties will be informed of the outcome and imposed sanctions as well as appeal procedures.

E. Both parties will have the opportunity to appeal any decision on the grounds of:
   1. Substantial new evidence unavailable at the time of the investigation and/or hearing;
   2. Procedural error that materially affected the outcome; or
   3. The sanction is clearly inappropriate and is not commensurate with the seriousness of the offense.

F. Appeals will be heard by an objective appeals officer and consist of a documentary review where no interviews are conducted.

G. The university may, within its discretion, place a hold or other notation on a student’s transcript while any investigation or proceeding conducted pursuant to this policy is pending.

III. Investigations Involving Employee Respondents

A. The investigator will prepare a written investigation report summarizing the facts gathered during the investigation, analysis, findings, and recommended corrective actions, and may develop this report in consultation with appropriate university officials, which may include the employee’s supervisor, Employee and Labor Relations and any other appropriate Human Resources professional. If the evidence is sufficient to support a violation of the policy or other inappropriate behavior corrective measures will be taken.

B. In cases involving staff, corrective actions steps will be implemented by the employee’s supervisor and Employee Relations and other appropriate Human Resources professional. In cases involving faculty, formal misconduct complaints regarding policy violations or other inappropriate behavior must be pursued through the Faculty Rule 3335-5-04 process, and non-disciplinary measures may be implemented by the faculty member’s chair or dean if appropriate.

C. The parties will be informed of the outcome and imposed sanctions or corrective action.

D. If an employee respondent is found not to be responsible for violating the policy, the investigation report may, if applicable, include a determination that the employee respondent engaged in conduct that was inappropriate or unprofessional. In such cases, the investigator will refer such matters to Employee and Labor Relations the supervisor and appropriate Human Resources personnel, who will make the final determination on appropriate action or response.

E. If an employee respondent is found not to be responsible for violating the policy a referral to other investigative units and/or additional resolution processes may be appropriate if the alleged conduct may violate another university policy. Other options, including interim supportive measures, remain available to both the complainant and respondent.

F. In cases involving employees subject to collective bargaining agreements or university rules, parties will retain all rights afforded under applicable federal, state, or local laws.

IV. Notification of Findings

A. The complainant and respondent will be informed of the finding of the investigation.

V. Additional Guidance

A. The Office of Institutional Equity establishes standard protocols for responding to and resolving complaints of harassment and/or discrimination based on a protected class.
Affirmative Action, Equal Employment Opportunity & Non-Discrimination/Harassment, 1.10

Interim University Policy

Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

Responsibilities

<table>
<thead>
<tr>
<th>Position or Office</th>
<th>Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employing unit</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Ensure that management practices prevent discrimination and support Equal Employment Opportunity (EEO).</td>
</tr>
<tr>
<td></td>
<td>2. Provide information and resources to supervisors, managers, and employees in support of EEO, and non-discrimination.</td>
</tr>
<tr>
<td></td>
<td>3. Ensure that allegations of discrimination or harassment are promptly referred to Office of Institutional Equity.</td>
</tr>
<tr>
<td></td>
<td>4. If findings and actions steps are issued a result of an investigation, ensure that they are properly implemented.</td>
</tr>
<tr>
<td></td>
<td>5. Display required EEO materials.</td>
</tr>
<tr>
<td></td>
<td>6. Consult with The Office of Institutional Equity to meet obligations under this policy.</td>
</tr>
<tr>
<td></td>
<td>7. Ensure confidentiality of individuals with HIV/AIDS infection, genetic information, or other issues governed by this policy.</td>
</tr>
<tr>
<td></td>
<td>8. Refer to investigation standards for detailed investigation rights, options, and procedures.</td>
</tr>
<tr>
<td>Faculty, staff, student employees, graduate associates, volunteers, and applicants</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Talk with the party responsible for the offensive behavior if desired and if comfortable doing so.</td>
</tr>
<tr>
<td></td>
<td>2. Seek to resolve situations in consultation with the supervisor and/or appropriate HR professional if desired and if comfortable doing so.</td>
</tr>
<tr>
<td></td>
<td>3. Submit reports of discrimination or harassment to the Office of Institutional Equity or the university’s Anonymous Reporting Line.</td>
</tr>
<tr>
<td></td>
<td>4. Respect the privacy and reputation of all parties.</td>
</tr>
<tr>
<td></td>
<td>5. Report allegations of retaliation to the Office of Institutional Equity.</td>
</tr>
<tr>
<td></td>
<td>6. Refer to investigation standards for detailed investigation rights, options, and procedures.</td>
</tr>
<tr>
<td>Office of Human Resources, Employee and Labor Relations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Consult with and guide units, managers, and employees regarding this policy.</td>
</tr>
<tr>
<td></td>
<td>2. Partner with the Office of Institutional Equity during investigations involving employees.</td>
</tr>
<tr>
<td></td>
<td>3. Ensure confidentiality of individuals with HIV infection, genetic information, or other issues governed by this policy.</td>
</tr>
<tr>
<td></td>
<td>4. Refer to investigation standards for detailed investigation rights, options, and procedures. If there are findings or action steps as a result of an investigation, partner with the employing unit and the Office of Institutional Equity to ensure the proper action steps are taken and implemented.</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Responds, evaluates, and investigates all complaints of discrimination and harassment.</td>
</tr>
<tr>
<td></td>
<td>2. Provides available options for resolution and will communicate options to the parties.</td>
</tr>
<tr>
<td></td>
<td>3. Consult with and guide units, managers, and employees regarding this policy.</td>
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</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Evaluate requests for confidentiality related to sexual misconduct, which includes all sex-and-gender based discrimination/harassment.</td>
</tr>
</tbody>
</table>

Resources

Support Resources

<table>
<thead>
<tr>
<th>Community Served</th>
<th>Scope/Purpose</th>
<th>Office/Agency</th>
<th>Contact Information</th>
<th>Confidentiality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Offers individual and group counseling and therapy to help students address personal, academic, and career concerns.</td>
<td>Counseling and Consultation Service</td>
<td>614-292-5766 ccs.osu.edu</td>
<td>Confidential</td>
</tr>
<tr>
<td>Students</td>
<td>Provides legal services (e.g., civil protection orders, crime victim compensation, and criminal proceedings guidance) to eligible students.</td>
<td>Student Legal Services</td>
<td>614-247-5853 studentlegal.osu.edu</td>
<td>Confidential</td>
</tr>
<tr>
<td>Employees</td>
<td>Provides life assistance for an array of personal, work-related, and daily living</td>
<td>Employee Assistance Program</td>
<td>614-292-4472</td>
<td>Confidential</td>
</tr>
</tbody>
</table>

The Ohio State University – University Policies policies.osu.edu
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</tr>
</thead>
<tbody>
<tr>
<td>Anyone</td>
<td>Provides survivor advocacy and assistance to LGBTQI survivors regarding hate and bias violence, discrimination, intimate partner violence, sexual assault, and stalking.</td>
<td>Buckeye Region Anti-Violence Organization (BRAVO)</td>
<td>614-294-7867 866-862-7268 (toll free) brave-ohio.org</td>
<td>Confidential</td>
</tr>
<tr>
<td>Students residing on campus</td>
<td>Assists student residents in short- and long-term needs.</td>
<td>Resident advisors and hall directors in Residence Life</td>
<td>614-292-3930 housing.osu.edu</td>
<td>Non-confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>Responds to criminal conduct on campus.</td>
<td>University Police</td>
<td>614-292-2121 or 9-1-1 dps.osu.edu</td>
<td>Non-confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>Responds to criminal conduct off-campus.</td>
<td>Columbus Police</td>
<td>614-645-4545 or 9-1-1 columbus.gov/police</td>
<td>Non-confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>Responds to criminal conduct off-campus, at regional campuses; provides emergency assistance.</td>
<td>Local law enforcement agency</td>
<td>9-1-1 (emergencies)</td>
<td>Non-confidential</td>
</tr>
</tbody>
</table>

Medical Resources

<table>
<thead>
<tr>
<th>Community Served</th>
<th>Scope/Purpose</th>
<th>Office/Agency</th>
<th>Contact</th>
<th>Confidentiality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Outpatient facility; provides a variety of health care services.</td>
<td>Wilce Student Health Center</td>
<td>614-292-4321 shs.osu.edu</td>
<td>Confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>24/7 medical services.</td>
<td>OSU Wexner Medical Center</td>
<td>614-293-8333 wexnermedical.osu.edu</td>
<td>Confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>24/7 medical services.</td>
<td>Ohio State University Hospital East</td>
<td>614-257-3000 wexnermedical.osu.edu/patient-care/locations-and-parking/university-hospital-east</td>
<td>Confidential</td>
</tr>
<tr>
<td>Anyone</td>
<td>24/7 medical emergencies.</td>
<td>Nearest Emergency Room</td>
<td>9-1-1 (emergencies)</td>
<td>Confidential</td>
</tr>
</tbody>
</table>

Forms
Equal Employment Identification form, hr.osu.edu/forms/emp/aaed.pdf

Governance Documents
Office of Institutional Equity Investigation Standards, link to be added
Ohio Revised Code Section 4112 Unlawful discriminatory practices, codes.ohio.gov/orc/4112.02
Rehabilitation Act of 1973, Sections 503 and 504, eeoc.gov/policy/rehab.html
Sexual Misconduct, 1.15, hr.osu.edu/public/documents/policy/policy115.pdf

Additional Guidance
Equal Employment Opportunity Commission, eeoc.gov
National Human Genome Research Institute, genome.gov, genome.gov/10002077
Notice of Non-Discrimination, hr.osu.edu/policy/resources/110nondiscriminationnotice.pdf
Posters, hr.osu.edu/hrpubs/index#eeolabor
Affirmative Action, Equal Employment Opportunity & Non-Discrimination/Harassment, 1.10

Interim University Policy

Applies to: Faculty, staff, student employees, graduate associates, students, volunteers, and applicants

Contacts

<table>
<thead>
<tr>
<th>Subject</th>
<th>Office</th>
<th>Telephone</th>
<th>E-mail/URL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy questions</td>
<td>Office of Institutional Equity</td>
<td>614-247-5838</td>
<td><a href="mailto:equity@osu.edu">equity@osu.edu</a> equity.osu.edu</td>
</tr>
<tr>
<td>ADA questions and accommodations</td>
<td>ADA Coordinator, Office of Institutional Equity</td>
<td>614-292-6207</td>
<td><a href="mailto:ada-osu@osu.edu">ada-osu@osu.edu</a> ada.osu.edu</td>
</tr>
<tr>
<td>Workplace accommodations</td>
<td>Integrated Absence Management and Vocational Services</td>
<td>(614) 292-3439</td>
<td><a href="mailto:hr-integrateddisability@osu.edu">hr-integrateddisability@osu.edu</a></td>
</tr>
<tr>
<td>Title IX questions</td>
<td>Title IX Coordinator, Office of Institutional Equity</td>
<td>614-247-5838</td>
<td><a href="mailto:titleix@osu.edu">titleix@osu.edu</a> titleix.osu.edu</td>
</tr>
</tbody>
</table>

History

Issued: 10/01/1973
Revised: 10/01/1980
Revised: 01/03/1985
Revised: 10/23/2000
Edited: 09/06/2002
Revised: 02/02/2004
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Revised: 02/01/2012
Edited: 09/01/2013
Revised: 09/01/2015
Interim Revised: 08/01/2019

Transferred ownership from Office of Human Resources to Office of Institutional Equity