

OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION (OEO/AA) 2016 ANNUAL REPORT

Our Purpose

The Office of Equal Opportunity and Affirmative Action (OEO/AA) is dedicated to the University of Utah's commitment to provide a fair and equitable environment for individuals to pursue their academic and professional endeavors and have equal access to University programs and services.

OEO/AA:

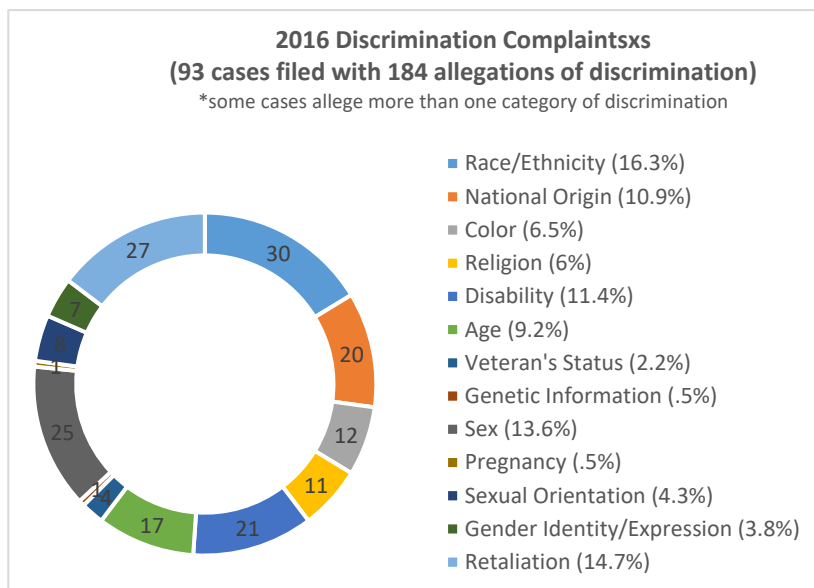
- ensures compliance with all federal, state and local anti-discrimination laws
- provides processes to fairly and effectively resolve complaints
- facilitates accommodations based upon disability, religion, and pregnancy
- acts as a point of contact with state and federal agencies that enforce anti-discrimination laws
- prepares and monitors the University's Affirmative Action plan
- resource for departments in their recruitment processes

The Director of the OEO/AA also serves as the University's Title IX/ADA/504 Coordinator

Our Staff

Sherrie Hayashi	Director & Title IX/ADA/504 Coordinator
Brian Nicholls	Associate Director
Phil Baggett	Data Reports
Sarah Carlquist	EO Consultant
Liz Prince	EO Consultant
Brett Wiersum	EO Consultant
Amy Gordon	Executive Secretary
Laurel Widdekind	Administrative Support

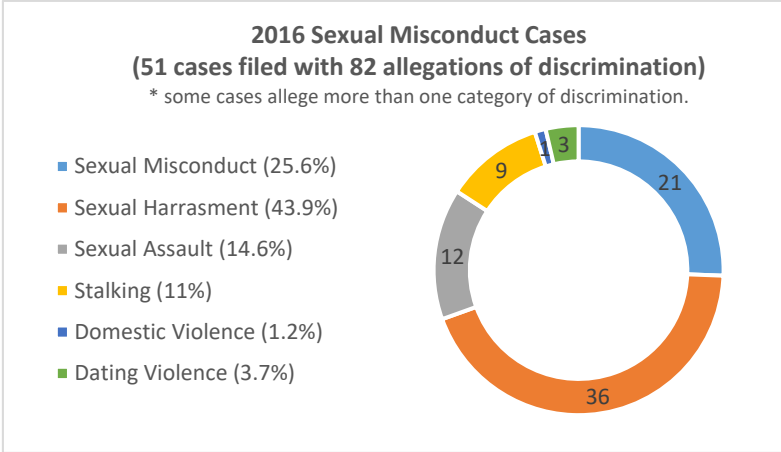
Accomplishments



Internal Complaints: The OEO/AA investigates formal complaints alleging discrimination. The OEO/AA received 433 initial reports of discrimination in 2016. Each initial report is reviewed and information provided to the complainant.

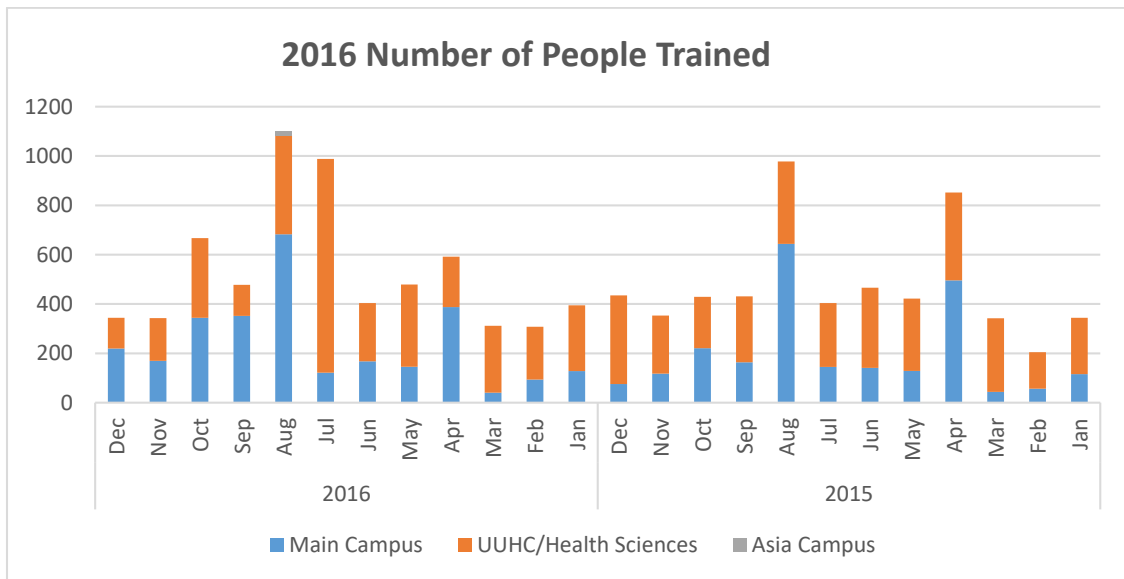
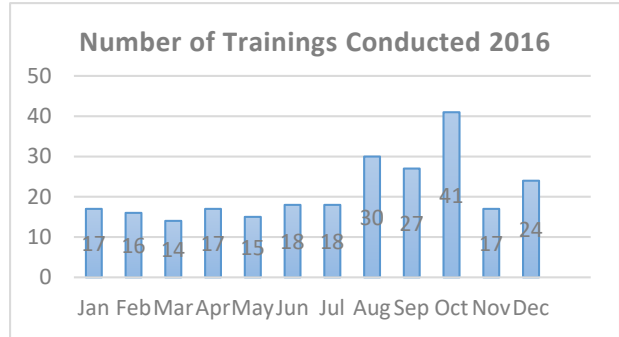
OEO had 22 internal cases pending at the end of 2016. Internal cases took an average of 43.41 business days to complete. Goal was 45 business days.

In 2016, OEO/AA handled 134 internal formal complaints of discrimination. Of the 134 closed cases, 16 were “Cause” findings meaning OEO found a violation of the U non-discrimination policy. 32 cases were “no cause” findings and the rest were either resolved informally or withdrawn.

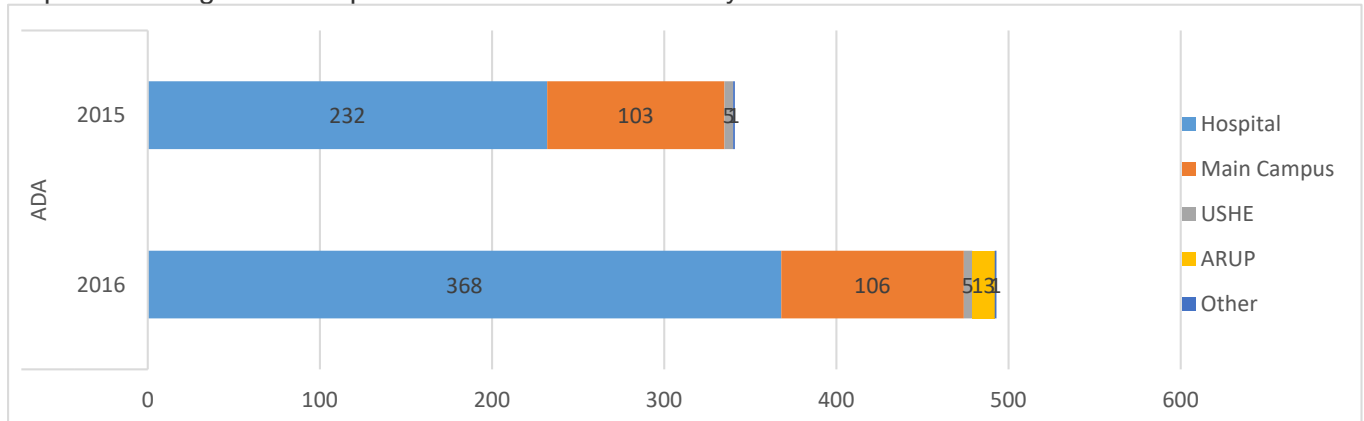


External Complaints: As of January 1, 2016, OEO/AA had 22 open external complaints filed with agencies such as the Equal Employment Opportunity Commission (EEOC), Utah Antidiscrimination & Labor Division (UALD), and the federal Office for Civil Rights with the Dept. of Education (OCR). OEO/AA consultants work with the Office of General Counsel to appear and respond on behalf of the University, including representing the University in mediation and conciliation conferences. During 2016, 7 cases were settled, 8 were dismissed with a “no cause” decision, 2 dismissed by the external agency for administrative reasons. At the end of 2016, 23 external cases were still pending.

Training: OEO conducts training and presentations explaining rights and responsibilities under the university’s nondiscrimination policies, including mandatory reporting responsibilities for staff and faculty. In 2016, OEO/AA conducted 254 presentations reaching at least 6,409 faculty members, staff, and students, representing a 13% increase over the number of people trained in 2015.



Requests for Accommodations: OEO/AA reviewed and provided 493 accommodations to employees and visitors. This represents a 28% increase over the 386 ADA accommodations requested in 2015. In 2016, 368 requests came from the UUHC system representing 75% of the total number of requests. OEO consultants took an average of 45.69 business days to complete the handling of a request with a goal of completion within 45 business days.



Safety of Minors: The OEO works closely with the Office of General Counsel and with Youth Protection and Program Support to ensure that all minors who participate in University programs have a safe and meaningful educational experience.

Collaboration: OEO enjoys a close collaborative relationship with the Office of the Dean of Students, Victim Advocates, Center for Student Wellness, Office of General Counsel, University Police Department, and others across campus. These relationships are critical to ensure a campus climate that reflects diversity, inclusiveness and mutual respect for all students, staff and faculty.

Goals for 2017:

- Implement new procedures under nondiscrimination policy, including sexual misconduct
- Implement case management system for improved accuracy, efficiency, and streamlining
- Measure timeliness of cases in investigation, with goal of 100% compliance with policy
- Transition employee requests for ADA Accommodations to UUHC Human Resources
- Training Goals: Complete sexual harassment video. Continue focused training for athletics, housing, Greek life, faculty, hearing committees, and managers
- 10% increase in training to faculty, staff, and students in terms of number of presentations and number of participants
- Increase knowledge of OEO by 10% as measured by next campus climate survey.
- Begin annual audits of covered programs to ensure compliance with Safety of Minors policies