



## **Office of Equal Opportunity and Affirmative Action**

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Hello,

It may be difficult to receive an email like this from our office, but we want to be sure you are safe and have information about options for addressing the issue and ways the University can support you. The Office of Equal Opportunity and Affirmative Action (OEO/AA) office handles reports of [discrimination](#), including [sexual misconduct](#) and it was brought to our attention that you may have recently experienced conduct that provides you with rights under the [University's Non-Discrimination Policy](#).

As a reminder, sharing a concern with our office is not the same as requesting an investigation. If you are interested in talking with us about your options, you may schedule a meeting with a member of our Intake Team via this [Calendly link](#). You may also fill out the attached Intake Form if you want to move forward with your OEO/AA options. Although there are times the University may need to respond to especially concerning reports, we most often need to hear from you to put any plan in place. Please see below for your OEO/AA options: Supportive Measures, Informal Resolution, and Investigations.

**Supportive Measures:** OEO/AA can assist with a range of supportive measures that are available even if you don't submit a Complaint with our office. These measures may include:

- Referrals to other offices like Victim Survivor Advocates, Crime Victim Advocates, Office of the Dean of Students, Human Resources or others
- Education for the other party, or group education
- Reasonable workplace and/or academic adjustments like deadline extensions, modifications of work or class schedules, or leaves of absence
- Safety measures such as No Contact Directives, campus escort services, increased monitoring of specific campus areas and other individualized safety measures
- Providing more information about the formal complaint process with our office
- Other requests considered case-by-case

**Informal Resolution:** OEO/AA can help you and another individual come to an agreed upon solution. This process can include restorative justice, mediation, or other methods to resolve the situation.

**Holding Others Accountable:** An issue can also be addressed through an OEO/AA investigation where we determine whether or not a violation of University policy has occurred. This process allows the University to provide discipline and remedies for individuals through these policies

If you want to talk about any of these options, please set up a time to talk with our team using this [Calendly link](#). Alternatively, you can fill out and return the attached Intake Form.

**Confidential Resources:**

- [Victim-Survivor Advocates \(VSAs\)](#) at the Center for Campus Wellness, are a confidential, free, and compassionate office for students and employees who have experienced sex-based discrimination and

sexual misconduct, including interpersonal violence. Our team will review this report and if it contains any of the above experiences, we will ask the VSAs to reach out to you. If you'd like, you can also reach out at their website.

- [Employee Assistance Program](#) provides assistance to current and former employees and their family members. Referrals are also available for legal and financial issues. EAP/Blomquist Hale can be reached at (801) 587-9319 or (800) 926-9619.
- [University of Utah Counseling Center](#) at 801-581-6826 is available to students. Students can seek assistance through same-day crisis appointments, counseling, and other supportive resources. Their services are confidential.

**Law Enforcement:** You may also report issues to the University of Utah Police Department (UUPD). You can report an issue and still have the option of deciding whether or not to pursue formal charges. UUPD has 24/7 Crime Victim Advocates who offer support for anyone who has experienced a crime and is interested in pursuing - or learning about pursuing - a criminal case. For more information, see the [UUPD Crime Victim Advocate website](#). To connect, call UUPD 801-585-COPS (801-585-2677) and ask to speak to the on-call Crime Victim Advocate.

For more campus resources, visit the [SafeU resource page](#).

Please let us know if we can be of service to you in any way, including explaining your options in more detail. You may call (801.581-8365), email ([oeo@utah.edu](mailto:oeo@utah.edu)), or meet with someone for an intake appointment by using this [Calendly link](#).