

Hello,

My name is Sherrie Hayashi and I am the Director of the Office of Equal Opportunity and Affirmative Action (OEO/AA) at the University of Utah. The OEO/AA office handles reports of discrimination and sexual misconduct. Below, I first provide resources to help ensure you are safe and supported. Then, I provide options to hold individuals accountable for sexual misconduct. Please know that we are always available to discuss these options in more detail. You may reach our office at oeo@utah.edu or 801-581-8365.

Support and Resources

- **Supportive/Safety Measures** are available whether a complaint is filed with our office or not. If available, Supportive Measures are free. Supportive Measures may include:
 - extensions of deadlines or other course-related adjustments
 - modifications of work or class schedules
 - changes in work or housing locations
 - leaves of absence
 - a counseling and/or victim advocacy services referral
 - training or education for the other party
 - safety measures such as No Contact Directives, campus escort services, increased monitoring of specific campus areas and other individualized safety measures.
- **Confidential Resources** are available if you have experienced sexual misconduct (sexual assault, stalking, dating or domestic violence). The University's [Victim-Survivor Advocates](#) (VSAs) provide free, confidential and compassionate support services to students, faculty, and staff. You can reach them at advocate@sa.utah.edu or 801-581-7776. They are independent from the OEO/AA office and provide many supports. They can assist you in understanding OEO/AA processes, along with any criminal or civil options.
- **Other Resources:** There are also a variety of campus and community resources available to support you.
 - [Office of the Dean of Students Student Support Team](#)
 - [Office of the Ombuds](#) - specializes in conflict resolution
 - Human Resources - [main campus HR contacts](#) or [U Health HR](#)
 - [Employee Assistance Program](#) through [Blomquist Hale](#)
 - [Other confidential offices](#)
 - [Free legal clinics](#)
- More resources can be found on our [OEO/AA website](#).

Holding Others Accountable

If you believe you have experienced sexual misconduct¹, there are two options available to hold individuals accountable: (1) University disciplinary process and/or (2) criminal process. These are independent processes and may result in different outcomes. You may choose to participate in one, both, or neither of these processes. Even if you choose not to participate in either of these processes, you may still seek Supportive Measures listed above. Please note, the University disciplinary process only applies to individuals who are affiliated with the University. If you have experienced sexual misconduct by someone not affiliated with the University, you may be able to file a report with law enforcement.

1. University Disciplinary Process

There are different ways to engage with the University disciplinary process:

- **Investigation:** In an investigation, our office gathers evidence to determine whether or not a violation of University policy occurred. If a violation is found, appropriate sanctions are imposed and remedies are put in place.
- **Informal Resolution:** Informal Resolution is a process where the University works with you and the other party to find an agreed upon outcome. These agreements may involve a variety of interventions and remedies, such as:
 - increased monitoring, supervision, and/or security at locations or activities where the Discrimination or Sexual Misconduct occurred or is likely to reoccur
 - targeted training for relevant individuals or groups
 - academic and/or University housing modifications for student complainants and workplace modifications for employee complainants
 - restorative remedies or other sanctions described in this rule
 - any other remedy that can be tailored to achieve the goals of the University's Non-discrimination Policy.
- **OEO/AA Administrator-Initiated Complaint:** In some circumstances, a Title IX Coordinator or the OEO/AA Director can file a complaint and start the process for you. Your participation is important otherwise the University may be limited in its ability to address the situation. Please talk to us if you are interested in this option.

If you would like to request an Investigation or Informal Resolution, please reach out to our office to schedule an appoint or see our [OEO/AA Intake Form](#). An overview of the University disciplinary process is found here- <https://process.oeo.utah.edu/>.

2. Criminal Process

¹ **Sexual misconduct** is a broad term used to encompass a range of behaviors including Sexual or Gender-Based Harassment, Intimate Partner Violence, Sexual Exploitation, Stalking, Nonconsensual Sexual Contact, and Nonconsensual Sexual Penetration. Sexual Misconduct also includes the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by state and federal law. Sexual Misconduct is a form of Sex Discrimination. For specific definitions, please see [Rule1-012](#).

In some instances, sexual misconduct may constitute criminal conduct. If so, you may want to consider filing a report with the University of Utah Police Department, 801-585-COPS (801-585-2677) or with the law enforcement agency where the conduct occurred. The University of Utah Police Department has a Crisis Support Specialist Team who can assist you as you navigate their process. They can be reached at: 801-581-6429.

Other Considerations

- **Privacy and Confidentiality:** The OEO/AA process for addressing sexual misconduct and discrimination is considered private but it is not confidential. Please know, the OEO/AA only shares information on a need to know basis. In sharing information with the OEO/AA you may request confidentiality or that the University not pursue an investigation or take disciplinary action, however, we must weigh your request against the University's obligation to provide a safe environment for all members of its community, including yourself. If we determine that we cannot satisfy your request, we will inform you prior to any action, and will to the extent possible, only share information as necessary. Please know, If you wish to remain anonymous, we may be limited in our ability to respond. If you wish to file a Formal Complaint, by policy, we must to disclose your name to the party and others who may be interviewed as part of the investigative process.
- **Mandatory Reporting:** Information may be shared with the OEO/AA office by Mandatory Reporters. Mandatory Reporters are employees or other members of the University community who have a duty to report discrimination and sexual misconduct. This ensures that individuals have access to all available resources and keeps our campus safe. It also is required by federal law and University policy. The Victim-Survivor Advocates, the Counseling Centers, and clergy are confidential resources and are not required to report incidents of sexual misconduct and discrimination to OEO/AA.
- **Retaliation:** Retaliation against individuals for engaging in activities protected under this policy is prohibited. No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege protected under this policy or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation proceeding or hearing under this policy.

To explore these options in more detail, you may call, email or meet with us - or coordinate with a confidential Victim-Survivor Advocate at advocate@sa.utah.edu or 801-581-7776 - whichever is most comfortable for you. You may reach the OEO/AA office at oeo@utah.edu or 801-581-8365.

Sincerely,



Sherrie Hayashi
Director/Title IX Coordinator