

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Gina Dugas, Acting Vice President for Human Resources and Associate Vice President for Finance and Administration

Thalethia B. Routt, Acting Associate Vice President for Institutional Equity



**SUPPORT AND
RESOURCES FOR
FACULTY AND STAFF**

Role of Human Resources

HR is often the first point of contact for UK employees seeking support.

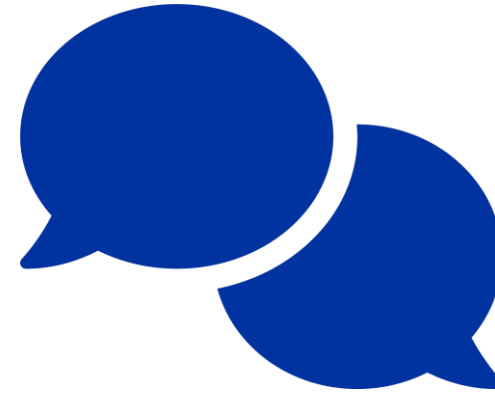
Depending on what type of concern arises, the HR team is able to:

- Collaborate within its division
- Listen and refer the employee to other units across the university to direct the employee to the appropriate support.

Workplace concerns

If a staff member's concern is related to the work environment, HR can provide several options:

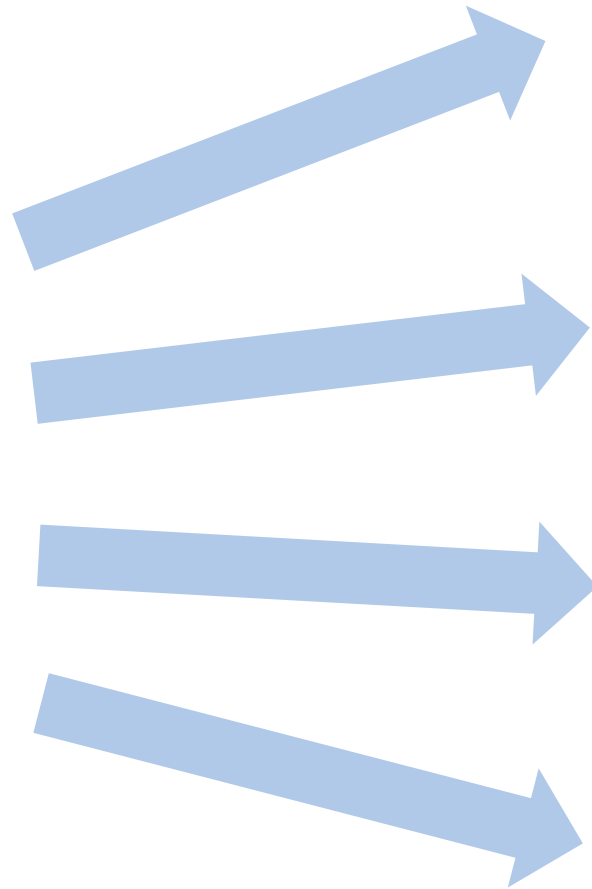
- Employee Relations helps educate and coach employees, administrators and supervisors to promote mutual respect among our diverse university community and proactive intervention.
- Leave Administration can help the employee understand their leave options, such as Family Medical Leave, if they qualify.



SUPPORT AND RESOURCES FOR FACULTY AND STAFF

Workplace concerns

HR can also collaborate and refer employees to other UK resources:



Workplace concerns

- Office of Institutional Equity and Equal Opportunity – promotes an environment free of discrimination and inequity
- Office for Institutional Diversity – strives to enhance the diversity of our university community and provide rich diversity-related experiences for all to help ensure their success in an interconnected world
- Office for Faculty Advancement – offers faculty development opportunities; partners with units to recruit, retain and support a diverse faculty; and promotes leadership development
- VIP Center – leads, supports and sustains a culture of accountability to eliminate violence and oppression at UK

Well-being concerns

HR offers an abundant suite of well-being resources for all our employees

- Mental health resources, including our internal team of therapists, partner therapists who are available to counsel employees, LiveHealth Online for telehealth visits and an emotional well-being app from our health insurance administrator, Anthem
- Work-life support for successfully managing and integrating work and personal responsibilities
- Financial well-being resources, including programs for pursuing student loan forgiveness and debt management
- Inclusive Care from Anthem, which helps all our health insurance plan members navigate resources for their individual, unique needs

**OFFICE OF
INSTITUTIONAL EQUITY
AND EQUAL
OPPORTUNITY POLICIES
AND PROCEDURES**

Role of the Office of Institutional Equity and Equal Opportunity

- Monitors the provision of equal opportunity for all members of the university community.
- Serves as institutional representative to state and federal agencies.
- Serves as Title IX coordinator and Americans with Disabilities Act coordinator.
- Trains university employees and students.
- Administers two university regulations:
 - Administrative Regulation 6:1, Policy on Discrimination and Harassment
 - Administrative Regulation 6:2 (interim), Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment under Title IX and Other Forms of Sexual Misconduct
- Manages the UK affirmative action program.
- Upholds the university's commitment to a diverse and inclusive living, learning and working environment.

OFFICE OF INSTITUTIONAL EQUITY AND EQUAL OPPORTUNITY

Administrative Regulation 6:1

Prohibits:

- Protected-class discrimination
- Protected-class harassment

Administrative Regulation 6:2

Prohibits:

- Sexual assault
- Stalking
- Dating violence
- Domestic violence
- Sexual exploitation

Definitions

What do we mean by “protected-class discrimination” and “protected-class harassment?”

We mean treating someone differently because of their membership in one of the following protected classes:

- Race and color
- Ethnic and national origin
- Religion
- Political belief
- Sex
- Sexual orientation
- Marital status
- Age
- Uniform service and veteran service
- Creed
- Physical or mental disability
- Gender identity and gender expression
- Pregnancy
- Genetic information
- Social or economic status
- Smoker status in hiring decisions

Reporting discrimination and harassment (AR 6:1)

Retaliation occurs when an adverse action is taken against a covered individual because he or she engaged in a protected activity, such as reporting discrimination or participating in an investigation of a discrimination report.

Retaliatory behavior is not limited to behavior by the accused individual. It includes behavior by all participants and third parties (such as friends of the accused or complainant).

Retaliation may occur even if there is not a finding of a policy violation.

Reporting discrimination and harassment (AR 6:1)

A report of discrimination may be initiated by faculty or staff, by contacting any dean, director, faculty member, department head, manager, supervisor or any other individual with administrative responsibility.

- A “responsible employee” is any employee who has the authority to address the concerns of a student or employee or is perceived to have the authority to address the concerns of a student or employee. Subject to few exceptions, all faculty and staff are mandatory reporters.

Or, a report of discrimination may be initiated by any student, staff member, faculty member or university community member by contacting Institutional Equity directly.

Sexual harassment and sexual misconduct (Interim AR 6:2)

Sexual harassment under Title IX

- Quid pro quo harassment in an education program or activity (offering favors in exchange for sexual activity)
- Hostile environment harassment in an education program or activity

Sexual assault

- Rape
- Fondling
- Incest
- Statutory rape

Sexual harassment and sexual misconduct (Interim AR 6:2)

Stalking

- Following
- Harassing phone calls
- Written or online messages

Dating violence

- Romantic or intimate relationship
- Abuse or threat of abuse

Sexual harassment and sexual misconduct (Interim AR 6:2)

Domestic violence

- Current or former spouse
- Child in common
- Cohabitation

Sexual exploitation

- Non-consensual or abusive sexual advantage of another
- Voyeurism
- Recording sexual activity
- Revenge porn/not disclosing a sexually transmitted infection

Reporting sexual misconduct policy (AR 6:2)

Any university employee who witnesses or is made aware of an incident of sexual misconduct shall report the misconduct to UK Police or the Title IX coordinator in Institutional Equity and Equal Opportunity as soon as possible.

All faculty and staff are mandatory reporters, unless they work in:

- UK Counseling Center
- VIP Center
- University Health Services
- UK HealthCare and are made aware of a complaint when providing medical treatment

Reporting sexual misconduct policy (AR 6:2)

The university strongly encourages prompt reporting by non-employees, complaining witnesses, witnesses and those who are made aware of incidents of sexual misconduct.

Reports may be reported to UK Police, the VIP Center, the Dean of Students Office, Title IX coordinator with Institutional Equity and Equal Opportunity, a Campus Security Authority or any university official.

A Campus Security Authority is anyone with responsibility for campus security and officials having significant responsibility for student and campus activities and is further defined in Administrative Regulation 6:7, Policy on Disclosure of Campus Security and Crime Statistics.

Americans with Disabilities Act of 1990

The ADA is a federal anti-discrimination statute that provides civil rights protections to individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications.

The ADA provides that no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs or activities of the university.

Definitions

A qualified individual with a disability is a person who satisfies the requisite skill, experience, education and other job-related requirements of the employment position and who, with or without a reasonable accommodation, can perform the essential functions of the position.

A reasonable accommodation is a modification or adjustment to a job, employment practice or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity. The university will provide a reasonable accommodation to the known disability of a qualified applicant or employee with a disability unless the accommodation would impose an undue hardship.

All requests for an accommodation must be referred to the ADA coordinator in Institutional Equity and Equal Opportunity.

QUESTIONS

