

Upstate Equity Forum

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Upstate Office of Institutional Equity

What does OIE do?

- Ensure compliance with Upstate policies such as:
 - Harassment Prevention Policy
 - Non-Discrimination and Equal Opportunity Policy
 - Student Handbook Policies
 - Sexual Assault, Domestic Violence, and Stalking Prevention Policy
 - Equal Opportunity, Non-Discrimination, Sexual Harassment and Title IX Policy
- Serve the entire Upstate Community

Upstate Office of Institutional Equity

What does OIE do?

- Receive and review claims of:
 - Discrimination and harassment based on **protected class**
 - Retaliation for raising concerns or participating with OIE
- Impartial fact finders

What is a protected class?

Group of people with a common characteristic, protected by federal or state law.

Race

Color

National Origin

Religion

Age

Disability

Sex

Pregnancy

Gender

Gender Identity

Gender Expression

Sexual Orientation

Transgender Status

Marital Status

Familial Status

Predisposing Genetic Characteristics

Veteran Status

Military Status

Criminal Conviction Record

Domestic Violence Victim Status

What is Title IX?

- Federal law
 - “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

What is Title IX?

- Prohibits discrimination and harassment
- Based on sex and gender
- In education programs and activities

What is Title IX?

- Prohibits retaliation for:
 - Making a report or filing a complaint
 - Participating or assisting in any way

What is Title IX?

- Requires a Title IX Coordinator for:
 - Education programs and activities
 - Receiving federal funding
- Upstate Title IX Coordinator: Katie King

What is Title IX sexual harassment?

- Quid pro quo
- Severe, pervasive and objectively offensive
- Sexual assault
- Relationship violence
- Stalking

What can I do if I think I have been harassed or discriminated against?

- Tell your supervisor
- Call OIE
 - We will review your options with you
- File a police report

Who will know I file a report with OIE?

- OIE limits disclosure to only those who need to know
- OIE can guarantee privacy, not confidentiality

What confidential resources are available to me?

- Some examples of confidential resources are:
 - Student Counseling Service
 - Employee Assistance Program
 - Upstate Student Health Services
 - Private Healthcare Provider
 - Pastoral Counselor

What happens if I make a report?

- Supervisor will raise your concerns to OIE and encourage you to do the same
 - Note that supervisors/faculty are required to report to OIE under Upstate policy
- OIE will contact you
- OIE will review your options with you

What happens if I file a formal complaint?

- OIE will review your report/complaint
- OIE may conduct an investigation, and may:
 - Interview you
 - Interview witnesses
 - Interview the respondent
 - Reach findings

Why should I report?

- OIE takes your concerns seriously
- You have a right to be safe and comfortable at Upstate
- We need to know when things happen to be able to address them
- Upstate is obligated to prevent discrimination and harassment from occurring

How do I contact OIE?

- Email: TitleIX@upstate.edu
kingkath@upstate.edu
- Call: 315-464-9590
- Visit: <https://www.upstate.edu/equity/index.php>

What is the Campus Climate Survey?

- Occurs every 2 years
- Starts this week
- SUNY collects the data and reports back to us
- Survey@suny.edu