Welcome to UNT!

Inya Baiye
Director of Equal Opportunity, Title IX and ADA Coordinator

OFFICE OF EQUAL OPPORTUNITY
Division of Institutional Equity & Diversity
The University of North Texas values diversity and individuality as part of advancing ideals of human worth, dignity and academic excellence. Diverse viewpoints enrich open discussion, foster the examination of values and exposure of biases, help educate people in rational conflict resolution, responsive leadership and prepare us for the complexities of a pluralistic society.

As such, the University of North Texas is committed to maintaining an open, welcoming atmosphere that attracts qualified students, staff, and faculty from all groups to support their success.
Equal Opportunity

UNT does not permit, and takes action to prevent discrimination and harassment on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, political affiliation, disability, marital status, ancestry, genetic information, citizenship or veteran status in its application and admission process, educational programs and activities, facilities and employment practices.

UNT immediately investigates and takes remedial action when appropriate.

UNT also takes action to prevent retaliation against individuals who oppose a discriminatory practice, file a charge, or testify, assist or participate in an investigative proceeding or hearing.
EO Policies


- 16.005: Sexual Harassment

- 05.021: Consensual Relationships

- 05.011: Employment of Individuals with Disabilities / Workplace Accommodations

- 16.001: Disability Accommodation for Students and Academic Units
Accommodations

• UNT MUST provide reasonable accommodations for disabilities and for religious beliefs.
  
  • Consult the EO office for issues involving religious beliefs.
  
  • Consult ODA for issues involving disabilities.

Please do not make decisions about accommodations without the involvement and advice of these offices. If you have concerns about a student’s accommodation from ODA, contact ODA immediately.
Sexual Misconduct on Campus
Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual nature and:

- submission to or rejection of the conduct is made an explicit or implicit term or condition of the individual’s employment or academic status;
- submission to or rejection of the conduct is used as the basis for an employment or academic decision affecting the individual;
- The conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive environment for working, learning, or living on campus.
Inappropriate consensual relationships

UNT Policy 05.021 forbids consensual relationships between faculty and staff members in positions of authority and their subordinates or their students.

Faculty members CANNOT date, sleep with, make out with, or engage in romantic pursuit of people they have direct authority over.

If the relationship negatively impacts others in the work/academic environment, both or either of you may end up as a Respondent in a sexual harassment complaint.
Title IX, Section 1681 of the Education Amendments of 1972

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.
Harassment on the basis of sex, including sexual harassment, sexual assault, nonconsensual sexual contact, sexual exploitation, and relationship violence are forms of sex-based discrimination, because such misconduct potentially creates a barrier to education or employment opportunities.
Sexual Misconduct, Relationship Violence & Stalking Reporting Obligation

• Employees who become aware of suspected sexual misconduct, relationship violence and stalking are required to immediately report the suspected violation to his or her direct supervisor and to the Office of Equal Opportunity.

• If a direct supervisor is the person alleged to have engaged in the inappropriate conduct, the report must be made to that individual’s supervisor and to the Office of Equal Opportunity.

• You may report via phone call, email, or online at reportunt.edu
How to respond when a student asks you if they can tell you something in confidence

It depends on what you would like to discuss. As a UNT employee, I am required to report sexual misconduct, relationship violence, stalking, and crimes. I cannot keep those things confidential, but there are confidential resources available on campus, and in the local community which I can refer you to – if you would like.
What happens to the person who is accused of discrimination or harassment?

• An employee accused of discrimination or harassment is called a “respondent”, and will be treated with professionalism and respect, as you would any employee.

• Just because an employee has been accused, does not mean the employee is guilty.

• During an investigation, the respondent has a chance to defend themselves and present information and witnesses.
Retaliation

There can be no retaliation against an individual for:

• Filing a good faith claim of discrimination

• Instituting any proceeding under or related to state or federal anti-discrimination laws

• Participating in a discrimination investigation or proceeding
Creating and maintaining an inclusive classroom

- All employees are responsible for maintaining an environment that is free of discrimination and harassment but this is only the beginning.
- Create a vibrant learning environment that encourages all students to use their critical thinking skills.
- Design your instruction with diverse backgrounds and abilities in mind.
- Turn potential hot topics into learning experiences AND interrupt and correct discriminatory behaviors/remarks when they occur in class.
CONTACT US.

Office of Equal Opportunity
Hurley Administration Bldg., Suite 175
940-565-2759

Multicultural Center
Union 335
940.565.3424

Pride Alliance
Sage Hall, Room 328
940.565.2589
Contact Information

oeo@unt.edu
740 565 2759

Inquiry forms are available on our website