Office of Equal Opportunity

The University of North Texas System Office of Equal Opportunity provides guidance for employees regarding state and federal programs related to equity and non-discrimination in the workplace.

The UNT System is committed to providing an employment and learning environment at each component -- University of North Texas, UNT Health Science Center, UNT Dallas/UNT Dallas College of Law and UNT System Administration -- that gives each person the opportunity to be a productive and valued employee.
The University of North Texas System is firmly committed to equal opportunity and does not permit -- and takes actions to prevent -- discrimination, harassment (including sexual violence) and retaliation on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, facilities and employment practices. The University of North Texas System immediately investigates complaints of discrimination and takes remedial action when appropriate. The University of North Texas System also takes actions to prevent retaliation against individuals who oppose any form of harassment or discriminatory practice, file a charge, or testify, assist or participate in an investigative proceeding or hearing.
Equal Opportunity Services

• Investigations of alleged discrimination, harassment and sexual misconduct
• Training and development of training to explain equal opportunity laws, regulations and policies
• Creation or revision of policies related to all areas of equal opportunity
• Environmental Assessments
• Affirmative Action Plan consultation and audits
Meet Our Team

Wanda S. Boyd
Assistant Vice Chancellor of Equal Opportunity and Chief Human Resource Officer, UNT Dallas

Penny Dempsey
Equity and Human Resources Manager

Adalyn Burger
Equal Opportunity Investigator

Michael Irizarry
Equal Opportunity Investigator
Complaints

There are 5 offices that handle complaints for the HSC Campus:
1. Employee Relations (staff grievances)
2. Office of Equal Opportunity
3. Office of Institutional Integrity and Awareness
4. Office of Title IX
5. Faculty Affairs (Faculty Grievance and Affairs Committee)
Employee Relations

Website: https://www.unthsc.edu/administrative/human-resources

Policy: 5.109, *Staff Grievance*

The University of North Texas Health Science Center (“HSC”) is committed to treating all employees fairly and equitably, and to maintaining a formal process to resolve work-related grievances in a fair and prompt manner. No employee shall be disciplined or otherwise adversely affected in his or her employment in any way for exercising rights under this policy. The UNT Health Science Center provides a formal, internal process for the good faith resolution of work-related grievances and responds to employee grievances fairly in accordance with this policy.
Equal Opportunity

Website: https://hr.untsystem.edu/equal-opportunity-office-title-ix

Policy: 5.106, *Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation*

The University of North Texas Health Science Center (“HSC”) prohibits sexual misconduct, discrimination, harassment, and retaliation because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression and veteran status or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; caregiving; and HSC facilities.

HSC takes active measures under this policy to prevent such conduct and immediately investigates and takes remedial action when appropriate.
The Office of Institutional Integrity and Awareness will continue to have oversight and management of HSC’s Compliance Program which includes policies, clinical compliance, compliance education and training, privacy, investigations, conflict of interest and the Code of Culture.

Students, employees, patients and others may address a compliance concern the following ways:

- Discuss it with your Supervisor or Advisor
- Speak to the SVP Chief Integrity Officer, 817-735-5131
- Seek guidance or file a report on the HSC Trust Line (formerly the Ethics Hotline) (844) 692-6025  |  www.unthsc.ethicspoint.com
- Managers and Supervisors may report issues directly

Compliance Report And Management Form –
It is the policy of the University of North Texas Health Science Center ("HSC" or "Health Science Center") to maintain a safe and respectful work and educational environment that is free from sexual harassment and that allows all individuals to participate fully in the benefits and privileges the Health Science Center offers. In furtherance of this policy, HSC prohibits sexual harassment, sexual assault, dating violence, domestic violence, and stalking in its educational programs or activities, and in the workplace. Faculty, staff and students who violate this policy are subject to disciplinary action.
Faculty Affairs (Faculty Grievance and Affairs Committee)

Website: https://www.unthsc.edu/office-of-faculty-affairs/faculty-grievance-and-appeal-committee/

Policy: 6.106, Faculty Grievance and Appeal

It is the policy of HSC to encourage fair, efficient, and equitable solutions for professional conflicts, and to prompt, fair and equitable treatment of all faculty. HSC provides a formal, internal process for the good faith resolution of employment-related grievances to meet the requirements of State and federal law.
What is the difference?

1. Is the basis on a protected class?
   1. Age
   2. Race
   3. Religion
   4. Color
   5. National Origin
   6. Disability
   7. Genetic Information
   8. Veteran Status
   9. Sex

2. Is the basis on sex?
   1. Gender
   2. Sexual Orientation
   3. Gender identity or expression
   4. Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking
Title IX Jurisdiction

• The conduct occurred in an educational program or activity controlled by the HSC (including buildings or property controlled by recognized student organizations), and/or
• HSC has control of the Respondent; and/or
• The conduct occurred against a person in the United States; and/or
• At the time of filing a formal Complaint, the Complainant was participating in or attempting to participate in the education program or activity of the recipient; and/or
• The conduct alleged in the formal Complaint, even if found to be true, would reach the severe, pervasive, and objectively offensive standard.

- Severe - generally defined as something very great, extreme, harsh, or intense; and
- Pervasive - conduct that alters the conditions of employment and creates a hostile or abusive work environment; and
- Objectively offensive - that is, conduct that would offend a reasonable person and not just a particularly sensitive individual.
HSC must dismiss a formal Complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

- The conduct alleged in the formal Complaint, even if found to be true, would not reach the severe, pervasive, and objectively offensive standard; and/or
- The conduct did not occur in an educational program or activity controlled by the HSC (including buildings or property controlled by recognized student organizations), and/or the HSC does not have control of the Respondent; and/or
- The conduct did not occur against a person in the United States; and/or
- At the time of filing a formal Complaint by the Complainant, the Complainant was not participating in or attempting to participate in the education program or activity of the recipient.
- Right to Appeal the Dismissal
Your Role as a Mandatory Reporter

• As a "Mandatory Reporter", if you are a recipient of information pertaining to Prohibited Conduct or if you witness Prohibited Conduct by others, you have a duty to report the incident to the Title IX Office.

• Failure to report a complaint of Title IX or Title VII could result in serious consequences both for HSC and the employee, including loss of federal funding and the filing of civil and criminal charges.
Referrals

EO receives referrals from all other processes.

• Human Resources
• Title IX
• Institutional Integrity and Awareness
• Faculty Affairs
Reporting Options

Online: https://hr.untsystem.edu/anonymous-reporting-form
(can be anonymous)
Email: hrs.eo@untsystem.edu
Phone: 972-338-1125

Find and submit an anonymous report of sexual assault or misconduct at another System location:

Report sexual misconduct at UNT
Report sexual misconduct at UNTHSC
https://www.unthsc.edu/titleixreportingform
Report sexual misconduct at UNT Dallas
https://police.untdallas.edu/anonymous-report-form-sexual-assault-and-misconduct
Case Studies

Based on what we have discussed, which office would the report route to?
Case Study #1

Human Resources receives a grievance from an employee. In the grievance the employee is upset about their performance review. They state that their performance review was negatively impacted because they refused to perform a task they considered to be unethical.
Answer

Human Resources would correspond with Institutional Integrity and Awareness and both offices would assist in review.
Case Study #2

Institutional Integrity and Awareness receives an online report of unethical business practices and states they were asked to perform these tasks because they are a person of color.
Answer

Institutional Integrity and Awareness would work with the Office of Equal Opportunity.
HSC Title IX receives a report of inappropriate workplace conduct. A female coworker is constantly sending unwanted text messages to the male employee and consistently comes to the male employee’s office to talk about non work related personal matters. This is beginning to make the male coworker uncomfortable.
Answer

Title IX would review the report and determine whether it would meet the standard for a Title IX case. If so, Title IX may work with EO to investigate. If not, Title IX will refer the case to EO. (formally dismiss and refer the case if a formal complaint was filed)
Equal Opportunity receives a report of discrimination that does not identify a basis. After talking with the employee, the employee feels like they have been treated this way due to their age.
Answer

EO keeps the case and proceeds through the process.
Case Study #5

Equal Opportunity receives a report of discrimination. A female employee feels they were not promoted due to their gender.
Answer

EO would refer the case to Title IX for their review and assessment before proceeding.
Case Study #6

All 4 offices receive a report of unethical behavior of a supervisor in their department. The report states they are using state funds for personal use, they have come to work under the influence and have inappropriately touched female coworkers on the buttocks while walking past them in the hallway.
Answer

All 4 offices would work together to determine appropriate follow up.
Wherever you decide to report – it will route to the appropriate office.
Training and development of training to explain equal opportunity laws, regulations and policies

Any department can request training from us by emailing your request to hrs.eo@untsystem.edu.

Please include:

• Department Name
• Content Requested
• Available Dates
• Number of Participants
Environmental Assessments

Environmental Assessments is a tool the Office of Equal Opportunity has implemented in an effort to assist departments in UNT World. It is a proactive way for leadership to gauge the overall environment of their respective units. The purpose of the Environmental Assessment is to better the organization as a whole, and help leadership understand positive and negative trends impacting the work environment. Our process involves meeting with each employee of the requested department to gain a better understanding of the work they do and the work environment. These meetings are private and the information obtained during each meeting is de-identified. After the conclusion of the meetings, the Office of Equal Opportunity will compile the information, analyze the data and write a summary report. To reiterate, the meeting notes are not given to anyone, only the summary report that identifies the environmental trends.

To request an Environmental Assessment, email: hrs.eo@untsystem.edu
Questions?
Contact Information and Resources

Penny Dempsey
Equity & Human Resources Manager
Title IX Coordinator, System Administration

Penny.Dempsey@untsystem.edu
972.338.1125

Website: https://hr.untsystem.edu/equal-opportunity-office-title-ix