

Policy Against Discrimination and Harassment (“PADH”)

A Primer on Policy, Procedure, and Reporting

Office of Equity and Inclusion Civil Rights Compliance Team:

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The Office of Equity and Inclusion (OEI)* is dedicated to cultivating an equitable, respectful, and welcoming culture at the University of Rochester. We strive to weave diversity, equity, and inclusion throughout the University's mission to learn, discover, heal, and create.

The OEI Civil Rights Compliance Team conducts neutral and unbiased investigations of alleged discrimination and harassment on the basis of a protected class.

*OEI established in 2019

The Policy Against Discrimination and Harassment (PADH) applies to: Faculty; staff; residents; fellows; postdoctoral appointees; student employees; student interns (paid or unpaid); volunteers; and to all visitors (including patients, contractors, and vendors) to any University campus, facility and/or property, and to University sponsored activities and events, whether on University premises or not.

*The PADH is not meant for complaints against students who are not also University employees. Those complaints would be handled through the Student Conduct Office and/or the University BIAS Response Team.

The University prohibits and will not engage in discrimination and harassment on the basis of:

Age
Arrest or conviction record
Color
Disability
Domestic violence victim status
Ethnicity
Gender identity or expression
Genetic information
Marital status
Familial status
An individual's **reproductive health decision making**

Military/veteran status
National origin
Race (including hair style)
Religion/creed (including religious attire and facial hair)
Sex
Sexual orientation
Citizenship status
or any other status protected by law (anyone individually, a "Protected Class")

How to Report

- Complaints should be made at this link: www.uofr.us/padh-report (bookmark this link!)
- Can also report directly to PADH@rochester.edu
- Not sure? Report anyway. Complaints are reviewed by our team, and we can redirect to the appropriate person or group if necessary.

The Investigatory Process

- The investigation typically consists of **interviews** with the complainant(s), respondent(s), witnesses, and the collection of **documents and other information**.
 - Interviews are conducted primarily via Zoom, however investigators will accommodate requests for in person meetings.
 - Other information that has been collected includes but is not limited to text messages, emails, photographs, videos, etc.
- All interviewees have the option to bring a support person of their choosing.

Potential Outcomes

1. Alternative Resolution:

- Can include education, training, mediation, restorative practices, discipline
- Based on the specific facts of each matter

2. Investigative Report:

- Summary of information gathered
- Sent to decision-making panel comprised of University leadership
- Panel determines whether there was a policy violation and what next steps are necessary

Confidentiality and Anonymity

- Typically, complainants and witnesses have the **option to remain anonymous in the PADH process**.
- OEI Investigators keep all conversations and evidence **confidential to the extent possible**.
- Only the parties (complainant and respondent), and appropriate administrative personnel, are made aware of the outcome of the investigation.

Mandatory Reporting

Management and supervisory personnel and Human Resources Business Partners who observe, receive, or learn of reports or concerns of perceived discrimination, harassment, or retaliation which fall within this Policy **must** report those concerns or reports, in accordance with this procedure.

Per the PADH, management and supervisory personnel include:

- Any employee having formal supervisory responsibility over employees (including student employees)
- All faculty
- Diversity & Inclusion Officers
- Ombuds
- Principal Investigators on a grant or contract (these employees act in a supervisory capacity over the individuals in the lab or research they lead)
- Individuals designated as a Campus Safety Authority pursuant to the Clery Act
- Deputy Title IX Coordinators
- Individuals who work in any of the following departments/offices:
 - Department of Public Safety
 - Student Life Offices in each of the University's schools
 - Department of Residential Life and Housing Services

Questions?

PADH@rochester.edu or TitleIX@Rochester.edu

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