

# REPORTING

The Office of Compliance and Equity Management (OCEM) oversees specific University policies that protect faculty, staff and student rights against discrimination, harassment, and sexual misconduct.

Our office exists as the neutral fact-finder, remaining objective throughout the process.

## WHAT?

**Discrimination:** Occurs when an individual is treated adversely because of their membership in a protected class.

**Harassment:** Unwelcome behavior that creates a hostile or intimidating environment that makes it difficult or impossible to work or learn.

**Sexual Misconduct:** Any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation.

**Retaliation:** Taking adverse action against someone participating in a protected activity based on their participation in that protected activity.

## WHY?

**Options:** To ensure parties learn about options such as informal resolution, no contact orders, modifications of class/work schedules, and formal resolution processes.

**Resources:** To ensure parties are supported (see resource details below).

**Patterns:** To identify patterns, trends, or systemic problems.

**Policy:** To fulfill reporting responsibilities as a responsible employee as defined in [Policy 13.02](#).

**Safety:** To help provide a safer campus.

## WHERE?

### 117 GIL

Individuals who are aware of or have experienced discrimination, harassment, or sexual misconduct can work with the OCEM to explore resources and reporting options.

## HOW?

**Online:** File an online report: [safety.uni.edu](https://safety.uni.edu)

**Email:** Title IX Officer, [Leah Gutknecht](mailto:Leah.Gutknecht@uni.edu) (319-273-2846) or Title IX Deputy for Athletics, [Christina Roybal](mailto:Christina.Roybal@uni.edu) (319-273-2556)

**Phone:** Office of Compliance and Equity Management (319-273-2846)

## CONFIDENTIAL RESOURCES

- [Counseling Center](#)
- [Advocate](#)
- [Medical \(Hospitals, Health Clinic\)](#)
- [EAP](#)

## ADDITIONAL RESOURCES

- [Police](#)
- [Advisors](#)
- [External Civil Rights Agencies](#)
- [OCEM Interim Actions](#) (academic, residential, work, no contact orders, etc.)

For more information on these resources and options, please visit [safety.uni.edu](https://safety.uni.edu) and [equity.uni.edu](https://equity.uni.edu).

## OUR GOAL IS EQUAL OPPORTUNITY. OFFICE OF COMPLIANCE AND EQUITY MANAGEMENT

OCEM serves faculty, staff, and students to promote a safe environment and community through training, education and prevention work.