



Discrimination, Harassment and Related Interpersonal Violence

Reporting Obligations & Next Steps

This resource summarizes key highlights presented in the associated Compliance Clips video. [Click Here](#) for other compliance related resources.

Key Takeaways

Read the Full Policy

- The [Policy Against Discrimination, Harassment and Related Interpersonal Violence](#) outlines the definitions of Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation, collectively known as Prohibited Conduct.

Supervisor Reporting Obligations

- Supervisors have a heightened duty to report to Office of Institutional Equity (OIE) reports or concerns about discrimination and harassment.
- Deans, directors, department heads, and supervisors are obligated to report any discrimination, harassment, or inappropriate amorous relationship where the complainant or respondent is an employee as soon as it is known to them.
- **Note:** The failure to report this information is a policy violation.

Employee Reporting Obligations

- Virtually all employees (except those designated as Confidential or Exempt employees) are responsible for reporting sexual assault, intimate partner violence and stalking to OIE when these types of incidents are disclosed to them by a student.
- Reporting to OIE is required when a student is reported to have been involved in such an incident, regardless of the date, location (on or off campus) or identities of other parties alleged to have been involved in the incident.
- This manner of reporting is important in order to ensure that impacted students are provided with timely and accurate information from trained staff about support resources and reporting options. In addition, responsible employee reporting informs the University of the general extent and nature of allegations of Prohibited Conduct on and off campus so the University can track patterns and formulate appropriate campus-wide responses and prevention programs.

Contact OIE for Additional Guidance or Information

Phone

860-486-2943 (Storrs & Regionals)
860-679-3563 (UConn Health)

Email

equity@uconn.edu

Important Links

The Policy Against Discrimination, Harassment and Related Interpersonal Violence

<https://policy.uconn.edu/?p=6592>

Online Reporting Form

<https://equity.uconn.edu/reporting-form/>

OIE Website

equity.uconn.edu

Title IX Website

titleix.uconn.edu