



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL


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Chancellor

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MEMORANDUM

TO: All Students, Faculty and Staff

FROM: Holden Thorp 

DATE: September 14, 2009

RE: Policies Prohibiting Harassment and Discrimination

As another semester begins, I want to emphasize Carolina's commitment to provide a welcoming, inclusive environment. The University supports the right of every member of the Carolina community to learn and work in an atmosphere free from discrimination and harassment. Our educational and employment decisions are based on an individual's abilities and qualifications, not on a person's background, beliefs or circumstances.

The University has adopted a Policy Statement on Non-Discrimination and a Policy on Prohibited Harassment and Discrimination.

The Policy on Prohibited Harassment and Discrimination specifies the procedures for reporting and addressing concerns of students, SPA employees, and EPA faculty and non-faculty employees. The University's policies apply to all members of the Carolina community and affirm that the University does not discriminate on the basis of an individual's race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Copies of the policies are available at <http://www.unc.edu/campus/policies.html>. I ask that you take time to read them and become aware of the resources available to help resolve any concerns about discrimination or harassment. Everyone who works or studies at Carolina should understand the expectations for respectful, appropriate interactions among students, faculty and staff.

The Equal Opportunity Office has primary oversight of the University's harassment and discrimination policies and procedures. You can find information about the policies, including a question-and-answer section, on the Equal Opportunity Office Web site, <http://www.unc.edu/depts/eooada/>. This site also provides two online training programs concerning the issues involved in harassment and discrimination: Preventing Sexual Harassment and Preventing Employment Discrimination. In addition, the Equal Opportunity Office staff is available to discuss on-site training for groups or departments.

If you have any questions or concerns, I encourage you to contact the Equal Opportunity Office (966-3576) or any of the following offices on campus: Dean of Students' Office (966-4042), Office of Human Resources' Employee and Management Relations (843-3444), Ombuds Office (843-8204), Academic Personnel Office (962-1091), Office of the Associate Provost for Diversity and Multicultural Affairs (962-6962), Department of Disability Services (962-8300), the Lesbian, Gay, Bisexual, Transgender and Queer Center (843-5376) or the respective chairs of the student, faculty and EPA non-faculty grievance committees. Campus Health Services' Counseling and Wellness Services (966-3658) is also available to assist students.

The people in these offices can help you understand the policies and the options for resolving any discrimination or harassment concerns connected with your study or work at the University. With the exception of Counseling and Wellness Services and the Ombuds Office, these offices are required to investigate any concerns you share.

The University can guarantee complete confidentiality only when a student shares a concern with Counseling and Wellness Services and when an employee shares a concern with the Ombuds Office that does not involve an imminent risk of serious harm.

We can eliminate discrimination and harassment and the consequences for failing to deal with these issues only through our commitment to avert these problems. I appreciate your efforts to sustain and strengthen this commitment at Carolina.

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