

OFFICE OF INSTITUTIONAL

EQUITY AND EQUAL

OPPORTUNITY

DATA REVIEW

2019-2020



Introduction

The University of Kentucky Office of Institutional Equity and Equal Opportunity (“Institutional Equity”), a unit located under the [Executive Vice President for Finance and Administration](#), is responsible for upholding the University’s commitment to equal opportunity. Specifically, Institutional Equity is charged with the following:

- Monitoring provision of equal opportunity for all members of the University community.
- Serving as institutional representative to state and federal agencies.
- [Training](#) University employees and students.
- Serving as [Title IX Coordinator](#) and [ADA Coordinator](#)
- Administering two regulations for the University of Kentucky:
 - [Administrative Regulation 6:1, Policy on Discrimination and Harassment](#); and
 - [Interim Administrative Regulation 6:2, Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct](#).
- Managing the UK Affirmative Action Program.
- Upholding the University’s commitment to a diverse and inclusive living, learning, and working environment.

In an ongoing effort to inform the community of our work, Institutional Equity is providing the following summary of its work in the University community.

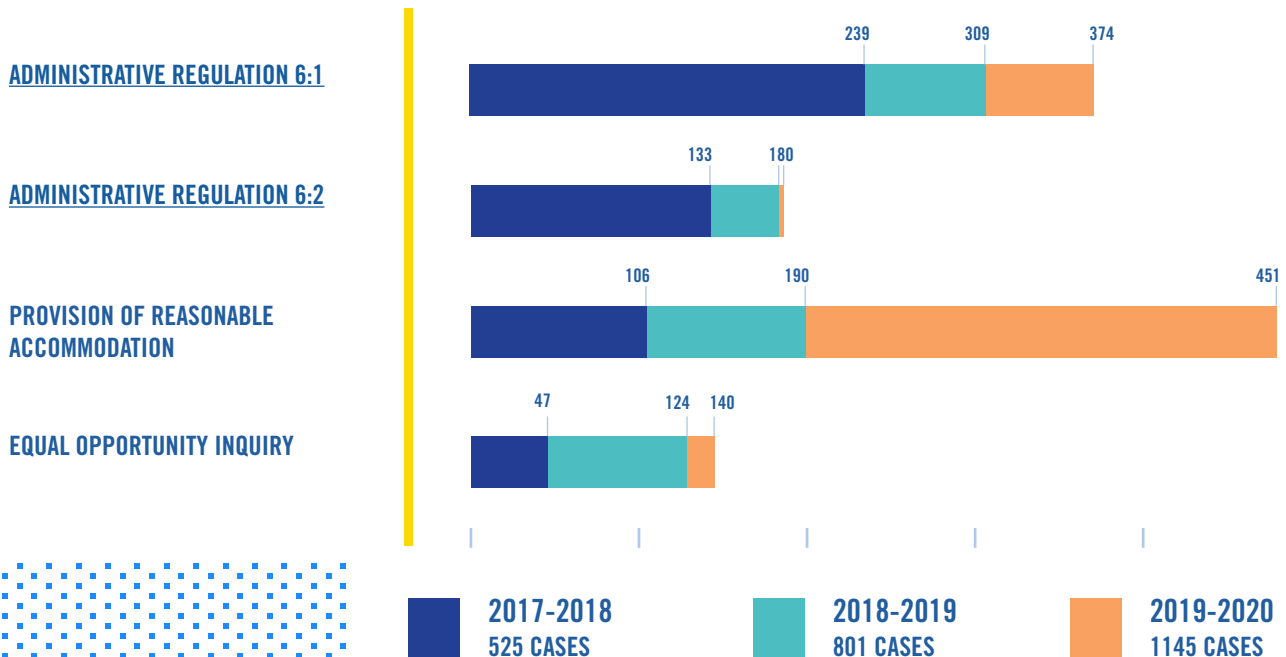


Reports & Requests

Summary

Institutional Equity receives several different types of reports of prohibited behavior, requests for various accommodations, and inquiries. This table provides a summary of the how many reports and request of each type Institutional Equity has received for the last three years. A description of each type is available on the following page.

THREE YEAR SUMMARY



Reports of Prohibited behavior

[Administration Regulation 6:1](#)

In its efforts to foster an environment of respect for the dignity and worth of all members of the University community, the University of Kentucky is committed to maintaining an environment free of prohibited discrimination.

Adhering to Administrative Regulation 6:1, the Office of Institutional Equity and Equal Opportunity is charged with investigating all complaints of discrimination and harassment, including the following protected classes:

PROTECTED CLASSES

RACE	COLOR	ETHNIC ORIGIN
NATIONAL ORIGIN	CREED	RELIGION
POLITICAL BELIEF	SEX	SEXUAL ORIENTATION
GENDER IDENTITY	GENDER EXPRESSION	PREGNANCY
MARITAL STATUS	AGE	GENETIC INFORMATION
UNIFORM SERVICE	VETERAN STATUS	PHYSICAL OR MENTAL DISABILITY
SOCIAL OR ECONOMIC STATUS	SMOKER (EMPLOYMENT STATUS)	

[Administration Regulation 6:2](#)

The University is also committed to maintaining an environment that is safe and free from [sexual harassment and sexual misconduct](#).

The Office of Institutional Equity and Equal Opportunity, pursuant to Administrative Regulation 6:2, is charged with investigating complaints of sexual harassment and sexual misconduct, recommending appropriate remedial action including disciplinary or other corrective measures, and monitoring campus climate and compliance.

Accommodation Requests:

Reasonable Accommodation—A reasonable accommodation is a modification or adjustment to a job, employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity.

If you are a qualified UK faculty member or staff employee with a disability you may request reasonable accommodation by completing a [Reasonable Accommodation Form](#). You may also need your provider to complete a [Medical Inquiry Form](#) and provide with your Reasonable Accommodation Form as sufficient medical documentation.

Pregnancy—Employees who have limitations due to pregnancy may contact [Heather Roop](#). Students who have needs related to pregnancy that are [not related to disability](#), may contact [Martha Alexander](#).

Religious—Employees or students who require an alteration to their schedule or responsibilities due to a strongly held religious belief may request an accommodation [here](#).

EO Inquiries:

University community members may contact Institutional Equity with questions related to equal opportunity.

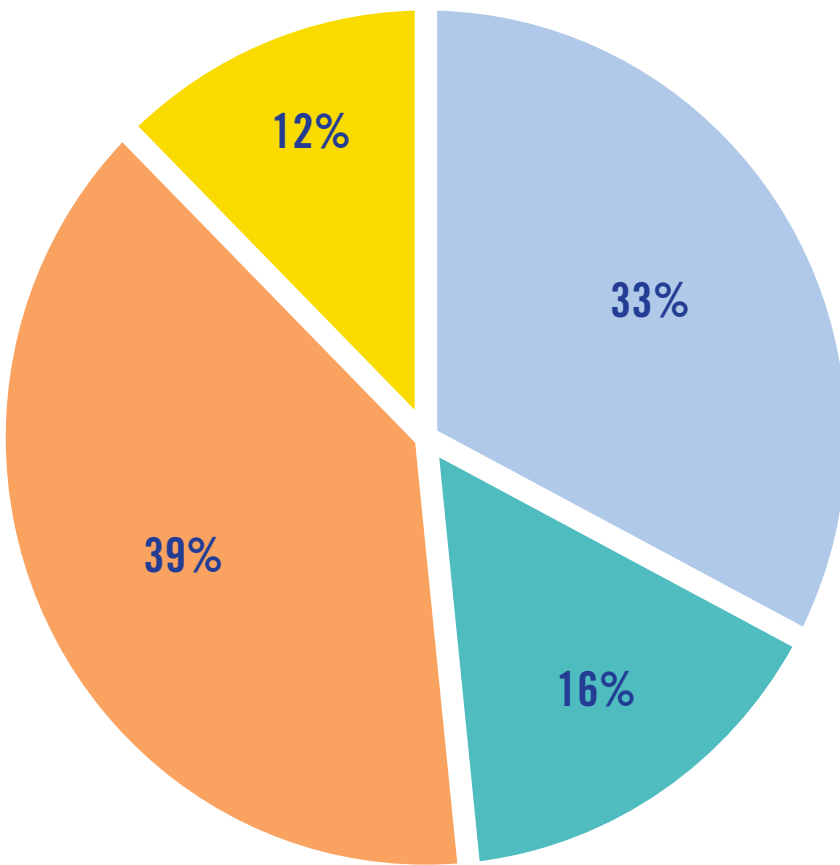


Total Percentages

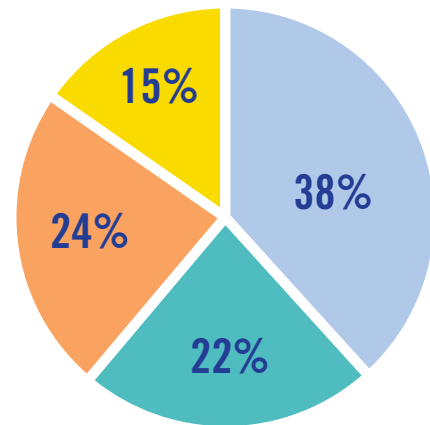
The charts below detail each type of report and request as a percentage of the total for the year.

■ AR 6:1 ■ AR 6:2 ■ ACCOMMODATION ■ EO INQUIRY

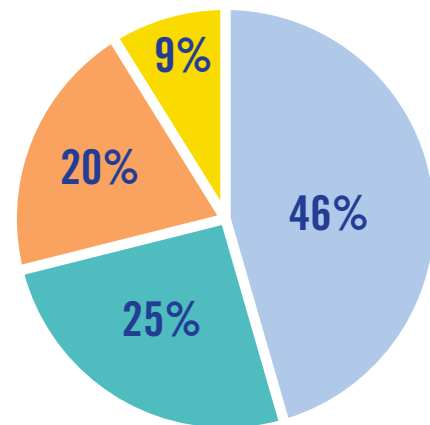
2019-2020



2018-2019



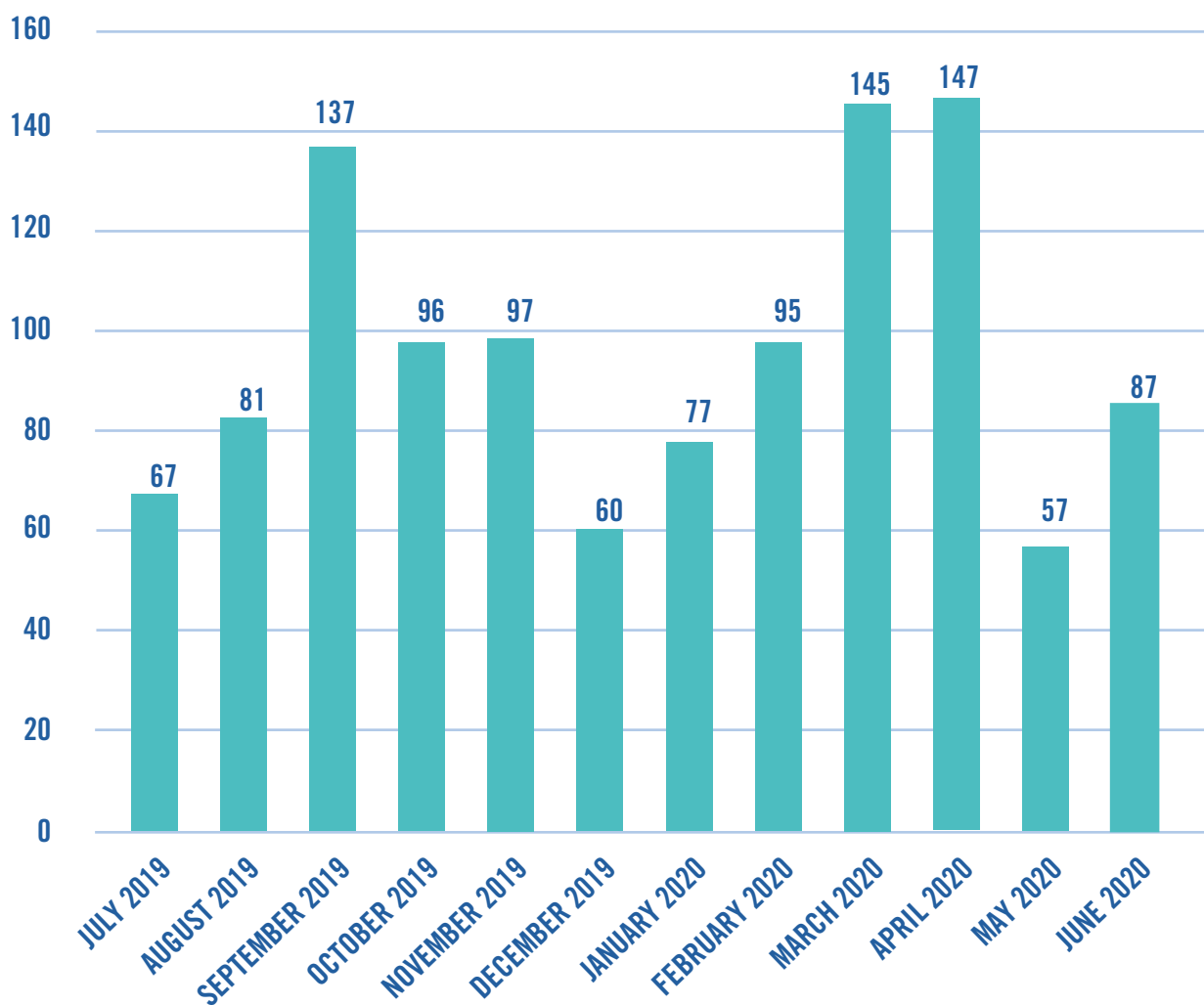
2017-2018



Monthly Distribution

Institutional Equity's intake of reports and requests varies by month, typically decreasing when students are away from campus due to break or summer term. Institutional Equity continues to receive reports and requests related to employment and other matters even during off peak months. The onset of the COVID-19 pandemic and subsequent change to virtual instruction in March 2020 is reflected in the numbers below.

MONTHLY DISTRIBUTION OF REPORTS AND REQUESTS 2019-2020



Origin of Reports & Requests

Institutional Equity receives concerns from all University community members; this includes students, staff, faculty, patients, and visitors. Individuals can report alleged discrimination, harassment, or sexual misconduct by disclosing to any responsible employee, contacting Institutional Equity and Equal Opportunity directly by phone or email, or by filing a written report through the Institutional Equity Website. Reasonable accommodations can be requested by completing the Reasonable Accommodation Request form, which can be found on the Institutional Equity Website. The table below represents the classification of the person or unit who brought a concern to Institutional Equity’s attention. A description of the various classifications is provided here, as well.

1. Program: Program means a university program or activity that has requested assistance in complying with the ADA.
2. Department: Department means a university department that has requested assistance in complying with the ADA.
3. External Learner: Persons providing a service to the University without being directly employed—examples include certain employees of major contractors.
4. Faculty: Faculty means an individual who is employed as a faculty member regardless of classification—defined by Governing Regulation Part X.B.
5. Staff: Staff means an individual who is employed as a staff member regardless of the classification—defined by Governing Regulation Part X.C.
6. Student: A student is any individual falling within the definition of a student in AR 6:2.
7. Third Party: Any individual not affiliated with UK as a faculty/staff or \student.
8. Unknown: This category indicates when Institutional Equity is made aware of a circumstance but is unable to ascertain the identity of the person experiencing the behavior. Institutional Equity may learn of these through an anonymous report or through the report of a witness who didn’t know the Complainant’s identity.

STATUS	PROGRAM	EXTERNAL LEARNER	FACULTY	STAFF	STUDENT	THIRD PARTY	UNKNOWN
TOTAL	6	4	32	618	333	46	18

Who are Reports to Institutional Equity Made Against?

The table below indicates the classification of the individual or unit accused of the behavior as well as a description of the classifications used.

1. Program: Program means a university program or activity that has been identified as the primary Respondent.
2. Department: Department means a university department that has been identified as the primary Respondent.
3. External Learner: External Learners are persons providing a service to the University without being directly employed—examples include certain employees of major contractors.
4. Faculty: Faculty means an individual who is employed as a faculty member regardless of classification—defined by Governing Regulation Part X.B.
5. Staff: Staff means an individual who is employed as a staff member regardless of the classification—defined by Governing Regulation Part X.C.
6. Student: Any individual falling within the definition of a student in AR 6:2.
7. Third Party: Third Party means any individual not affiliated with UK as a faculty, staff, student, or external learner. The University is unable to take action against an unaffiliated party; but will take action to ensure the behavior alleged does not continue to impact the University community.
8. Unknown: This category indicates when Institutional Equity is made aware of a circumstance but is unable to ascertain the identity of the person accused of the behavior. Institutional Equity may learn of these through an anonymous report or through the report of a witness who didn't know the Respondent's identity. Individuals who have experienced behavior are not required to disclose the name of a Respondent to receive supportive measures.

STATUS	PROGRAM	DEPARTMENT	FACULTY	STAFF	STUDENT	THIRD PARTY	UNKNOWN
TOTAL	3	18	83	235	131	44	239

Training & Outreach

Three year Summary

The Office of Institutional Equity and Equal Opportunity provides [training](#) on a variety of equal opportunity issues to students, faculty, and staff. Topics covered include:

- Provision of Equal Opportunity at the University of Kentucky
- The Basics of Employment Law
- Understanding Disability and the Law
- Renovating for Access and Planning for Accessibility
- Discrimination and Harassment in the Workplace
- The Supervisor’s Role in Preventing Harassment
- Title IX: Policy and Procedures

Discrimination, harassment, and sexual misconduct trainings are provided to groups across the University upon request. Additionally, SuperVision training is provided to all new supervisory employees, and all new University employees are required to take the “Discrimination, Harassment, and Sexual Misconduct: What You Need to Know” training.

THREE YEAR SUMMARY

