



WILLIAM T. YOUNG LIBRARY

The Office of Institutional Equity and Equal Opportunity

# DATA REVIEW 2020-2021

 University of  
Kentucky  
An Equal Opportunity University



## Introduction

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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 University regulations:
  - [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



# Number of Reports and Requests

In an ongoing effort to increase transparency, Institutional Equity is providing the following summary of its work in the university community. The table below details the total number of reports and requests Institutional Equity has had for the past three years.

## Three-Year Summary of Reports and Requests

### ADMINISTRATIVE REGULATION 6:1

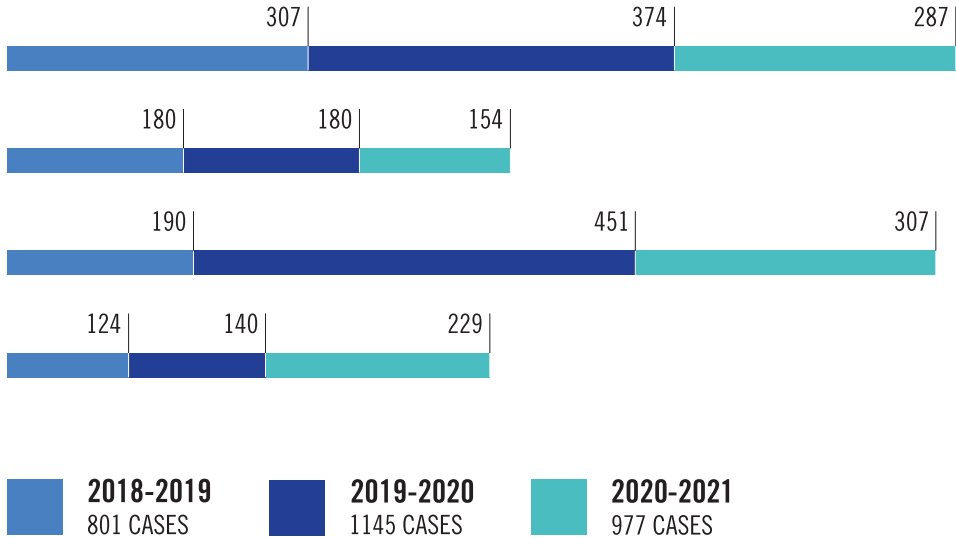
### ADMINISTRATIVE REGULATION 6:2

### PROVISION OF REASONABLE ACCOMMODATION

Disability, Pregnancy, Religious

### EQUAL OPPORTUNITY INQUIRY

Assisting university community members in addressing equal opportunity concerns in addition to those administered under the aforementioned categories





## Reports of Prohibited behavior

### Administrative 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 is committed to maintaining an environment free of prohibited discrimination.

Adhering to Administrative Regulation 6:1, Institutional Equity is charged with investigating all complaints of [discrimination and harassment](#), including the following 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)**

### Administrative Regulation 6:2

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

Institutional Equity, 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 measure, and monitoring campus climate.





## Accommodation Requests

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**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. The university will provide a qualified applicant or employee with reasonable accommodation for the known disability unless the accommodation would impose an undue hardship.

If you are a qualified faculty member or staff employee with a disability, you may request reasonable accommodation from your supervisor, chair, dean or Institutional Equity by completing a [Reasonable Accommodation Form](#). When the disability is not obvious, you may be asked to submit sufficient medical documentation. Your provider may fill out the [Medical Inquiry Form](#), and you may provide it along 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](#).

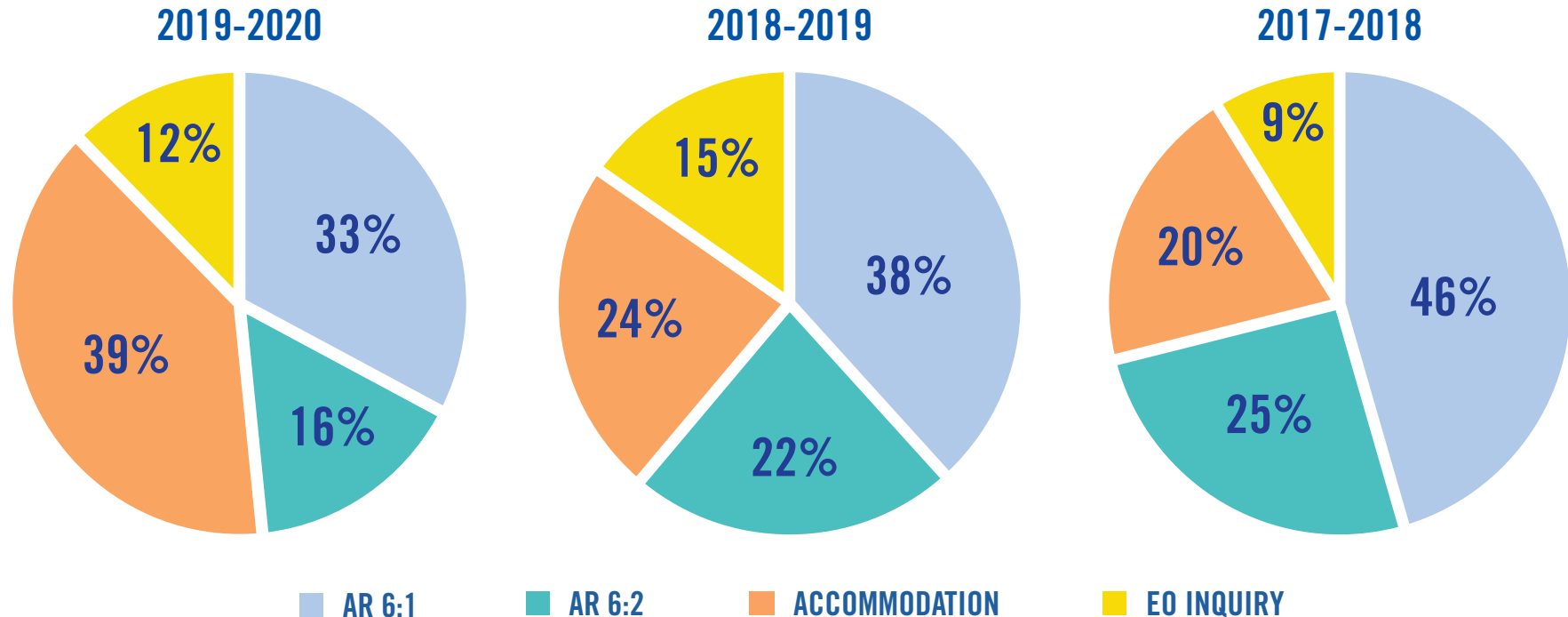
**Religious** - Employees or students who require an alteration to their schedule or responsibilities due to a strongly held religious belief may request an accommodation [here](#). Individuals who would like to request an exemption from vaccination due to their religious beliefs should contact [religiousexemptions@uky.edu](mailto:religiousexemptions@uky.edu).

## Equal Opportunity Inquiries

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

### Percentage of Total Reports and Requests

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



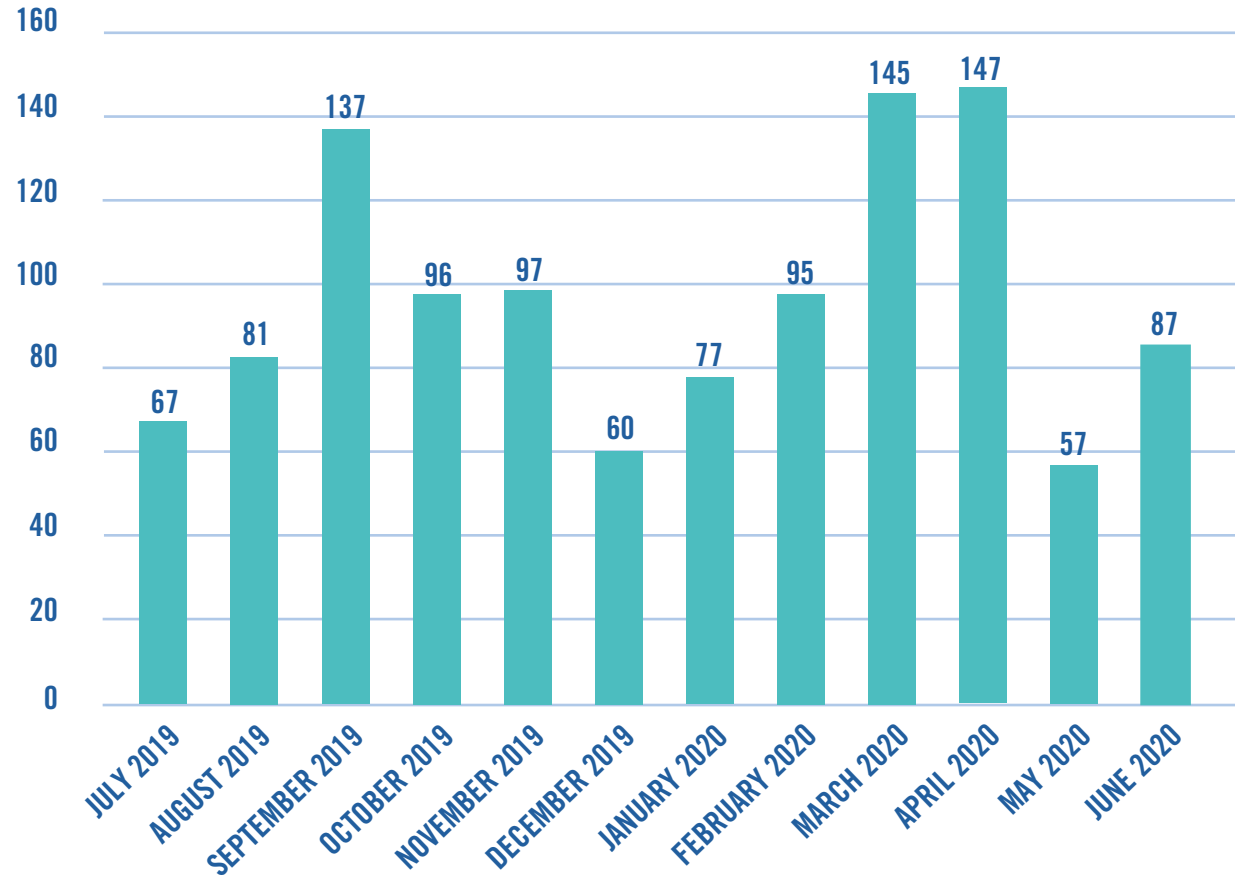


## MONTHLY DISTRIBUTION OF REPORTS AND REQUESTS 2019-2020

### Monthly Distribution of Reports and Requests 2020-2021

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 right.

The onset of the COVID-19 pandemic also resulted in an elevated number of ADA Reasonable Accommodation Requests beginning in March 2020.



## Who Brings a Report or Request to Institutional Equity?

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 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 to the right represents the classification of the person or unit who brought a concern to Institutional Equity's attention:

- 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:** 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:** A student is any individual falling within the definition of a student in AR 6:2.
- 7. Third Party:** A third party is any individual not affiliated with the university 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 did not know the complainant's identity.

2020-2021

STATUS WITH THE UNIVERSITY	TOTAL COMPLAINANTS
Program	2
External Learner	7
Faculty	55
Staff	533
Student	227
Third Party	91
Unknown	62



## Against Whom Are Reports to Institutional Equity Made?

The table below indicates the classification of the individual or unit accused of the behavior.

- 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:** Student means 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 third 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 did not know the respondent's identity. Individuals who have experienced behavior are not required to disclose the name of a respondent to receive supportive measures.

2020-2021

STATUS WITH THE UNIVERSITY	TOTAL COMPLAINANTS
Program	6
Department	6
External Learner	3
Faculty	62
Staff	182
Student	107
Third Party	37
Unknown	11





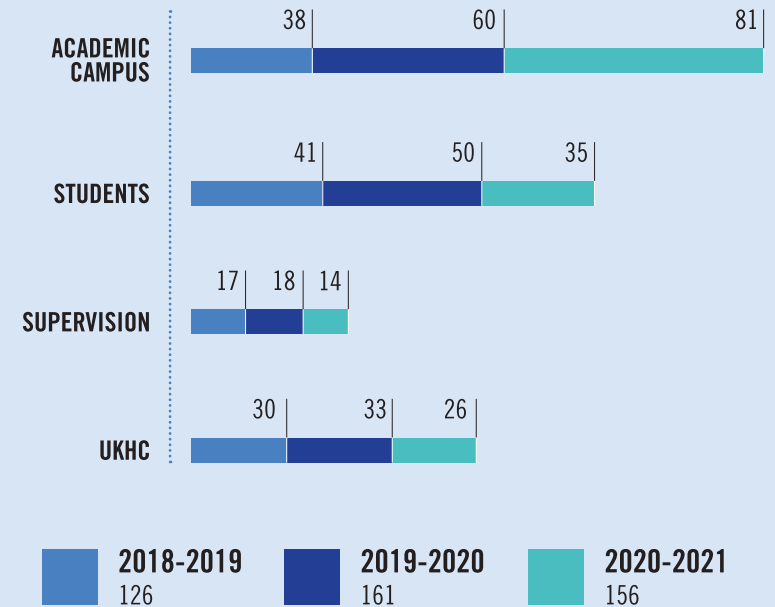
## Training and Outreach: Three-Year Summary

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

- Provision of Equal Opportunity at the University
- 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.

## Training and Outreach: Three-Year Summary





A photograph of a large, arched stone entranceway at the University of Kentucky. The archway is made of light-colored stone and features a central column and two large, multi-paned glass windows. The sun is shining brightly through the center of the arch, creating a lens flare effect. The words "UNIVERSITY OF KENTUCKY" are carved in large, serif capital letters across the stone lintel. The archway is framed by trees with green and autumn-colored leaves. In the background, other university buildings and more trees are visible under a bright sky.

UNIVERSITY OF KENTUCKY



Office of Institutional Equity  
and Equal Opportunity