

A stone wall with the words "UNIVERSITY OF KENTUCKY" carved into it in large, black, serif capital letters. The wall is made of grey stone blocks and is topped with a concrete cap. In the background, there are bare trees and a clear blue sky. In the foreground, there is a dense, green hedge.

UNIVERSITY OF KENTUCKY

The Office of Institutional Equity and Equal Opportunity

DATA REVIEW 2021-2022



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 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

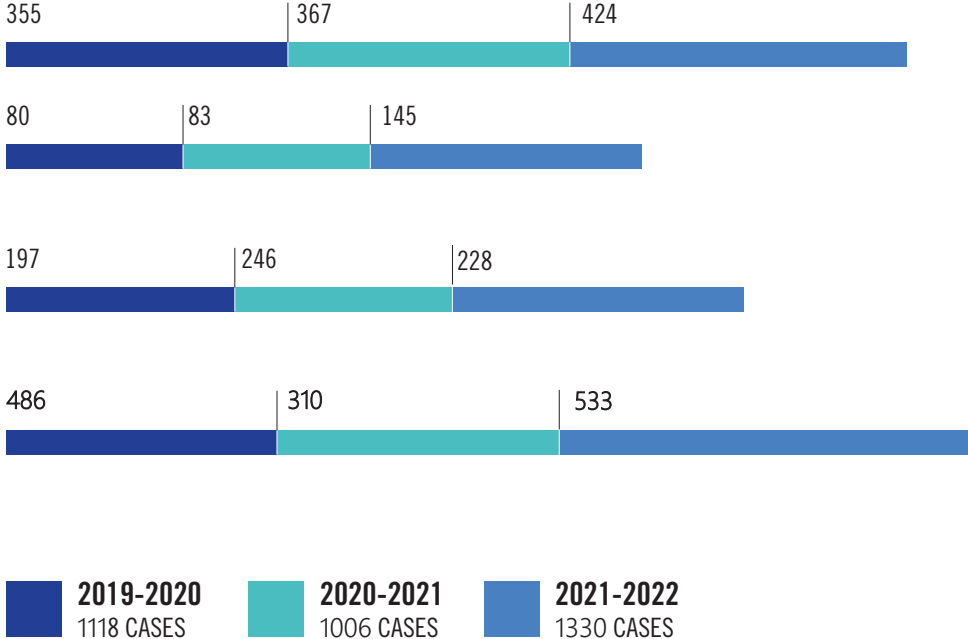
ADMINISTRATIVE REGULATION 6:2

EQUAL OPPORTUNITY INQUIRY

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

PROVISION OF REASONABLE ACCOMMODATION

Disability, Pregnancy, Religious





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

[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 the [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 [Meredith Reeves](#).

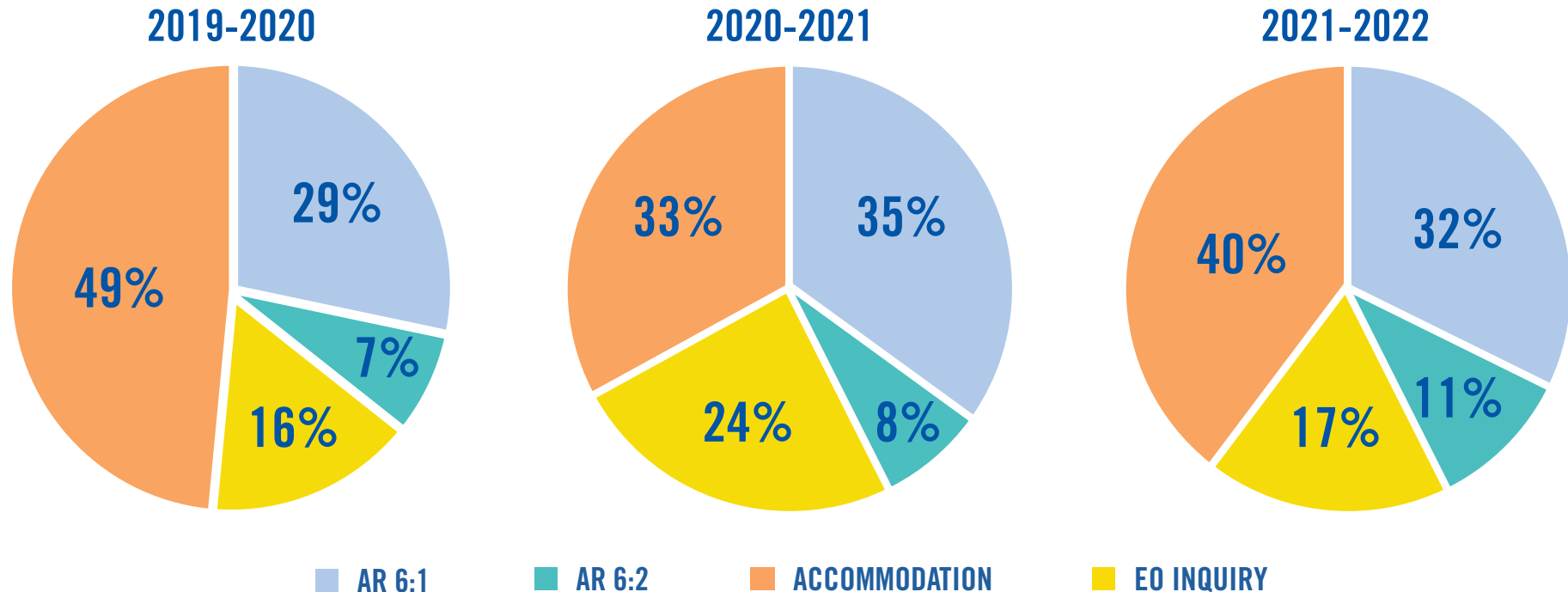
Religious - Employees or students who require an alteration to their schedule or responsibilities due to a strongly held religious belief may request an accommodation [here](#).

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.

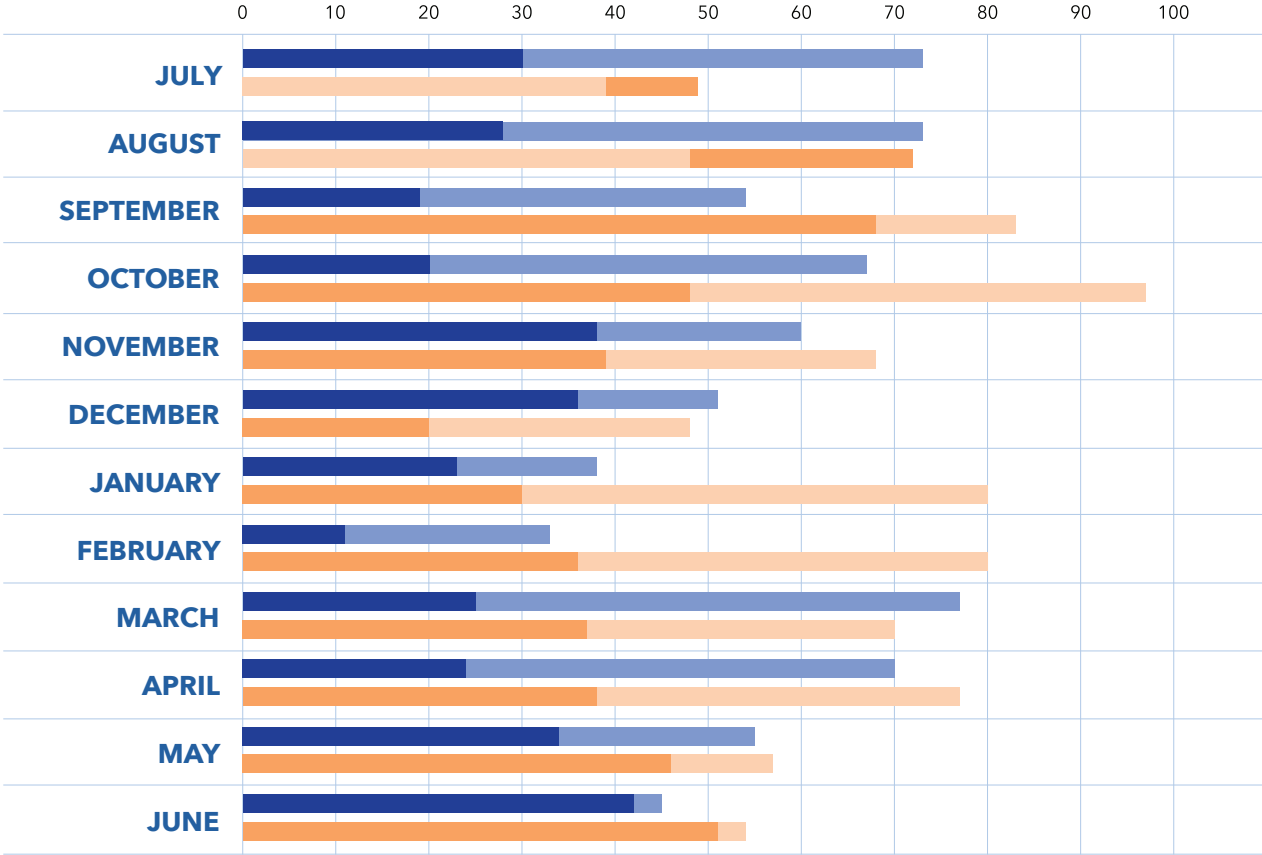


MONTHLY DISTRIBUTION OF REPORTS AND REQUESTS

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.



2020 ■ ADA ACCOMMODATION REQUESTS ■ COMPLAINTS AND INQUIRIES
 2021 ■ ADA ACCOMMODATION REQUESTS ■ COMPLAINTS AND INQUIRIES

Who Brings a Report 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.



person or unit who brought a concern to Institutional Equity's attention:

- 1. Program:** Program means a university program or activity.
- 2. Department:** Department means a university department.
- 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 Administrative Regulation 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.

2021-2022

STATUS WITH THE UNIVERSITY	TOTAL COMPLAINANTS AND INQUIRERS
Program	6
External Learner	6
Faculty	41
Staff	260
Student	347
Third Party	76
Unknown	60

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.

2021-2022

STATUS WITH THE UNIVERSITY	TOTAL RESPONDENTS
Program	3
Department	6
External Learner	8
Faculty	82
Staff	189
Student	110
Third Party	37
Unknown	2





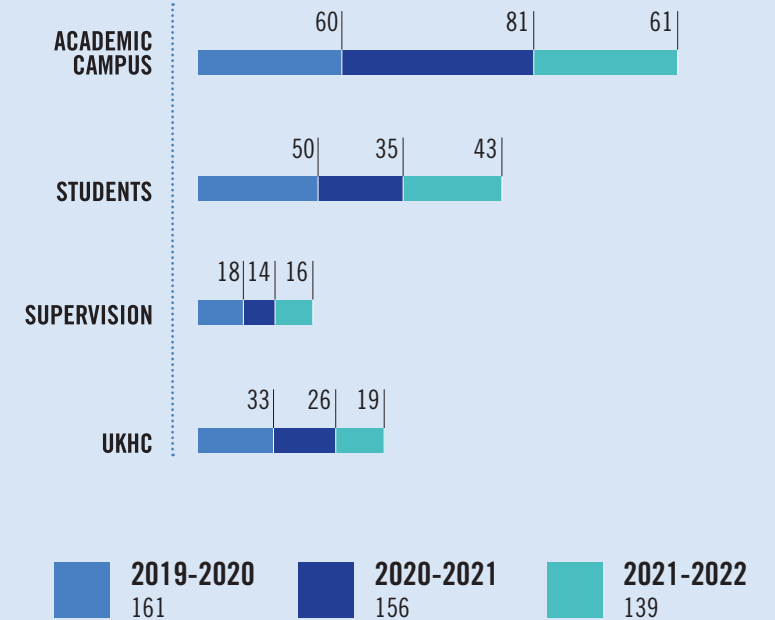
Training and Outreach: Three-Year Summary

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







Office of Institutional Equity
and Equal Opportunity