



OFFICE OF EQUAL OPPORTUNITY

Where staff go if:



A student-employee tells them that they have been receiving unwanted romantic or sexual attention from their supervisor.



They believe they did not receive a promotion because others in the department think they are too old.



A supervisor makes inappropriate comments about a prospective candidate's gender identity or gender expression during an interview or search committee meeting.



They have a disability and their supervisor has not addressed the staff-member's request for workplace modifications.



A co-worker often tells jokes about their sexual activities at work, or uses graphic sexual references.

The Office of Equal Opportunity (OEO) ensures that UNT provides equal employment opportunities for all employees. One of the ways OEO does this is by investigating complaints of discrimination, harassment, and retaliation from staff (whether the complaint is against another staff or faculty member, student, or a visitor to campus). Discrimination is prohibited by university policies*. To learn more about OEO's investigative process, please visit our website at: <http://edo.unt.edu/file-complaint>.

A staff member who believes they have been treated unfairly because of their race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or expression, age, political affiliation, disability, marital status, ancestry, genetic information, citizenship, or veterans status should contact OEO for assistance.

OEO houses the office of the university **ADA/504 Coordinator** – Ms. Inya Baiye, the Director of Equal Opportunity. She is responsible for **coordinating UNT's efforts to ensure equal access to persons with disabilities, tracking the university's compliance with state and federal laws relating to persons with disabilities, and providing advice to university offices.**

Staff members who have questions about their rights or responsibilities under the Americans with Disabilities Act, or Section 503 and 504 of the Rehabilitation Act, or concerns about workplace accommodations should contact Ms. Baiye at (940) 565-2759 or at oeo@unt.edu.

All employees may initiate a request for a reasonable accommodation due to a disability by contacting the Human Resources Department or completing the reasonable accommodation request form available on the HR website at <https://hr.untsystem.edu/employees/forms>.



Title IX Coordinator

OEO also houses the office of the Title IX Coordinator. The Title IX Coordinator is Inya Baiye, the Director of Equal Opportunity. The Title IX Coordinator oversees UNT's efforts to prevent, stop and resolve sexual misconduct in our community,

including sexual harassment, sexual exploitation, relationship violence, stalking, or sexual assault. The Title IX Coordinator also provides training to raise campus awareness of these issues. Employees who have questions about their Title IX obligations, or concerns about sexual harassment in the workplace may contact Ms. Baiye at (940) 565 2759 or at oeo@unt.edu. Employees who are mandatory reporters for sexual misconduct (i.e. any employees that have not been designated as confidential employees under policy 12.005) must contact OEO if they become aware of suspected sexual misconduct in our community. Employees may also report sexual misconduct that involves students at www.report.unt.edu.

* The university policies OEO oversees are the Non-Discrimination/Equal Opportunity, Affirmative Action, and Non-Retaliation policy (16.004); Sexual Harassment (16.005); Prohibition of Sexual Assault and Retaliation (12.005); and Disability Accommodation for Students and Academic Units (16.001). Managers should also be mindful of the Employment of Individuals with Disabilities/Workplace Accommodations policy (05.011), and the consensual relationships policy (05.021).

Contact information

Location: Hurley Administration Building 175 | Phone: (940) 565-2759 | Email: oeo@unt.edu