



## OFFICE OF EQUAL OPPORTUNITY

# Where faculty go if:



A Teaching Assistant or student tells you that they have been receiving unwanted romantic or sexual attention from another faculty-member.

A student accuses them of picking on students in class because of religious beliefs or political affiliation.

A chair makes inappropriate comments about a prospective candidate's ethnicity or nationality during an interview or search committee meeting.

They believe they did not receive tenure because of their sex or race.

A colleague often tells jokes about their sexual activities or uses graphic sexual references during departmental meetings.

**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 faculty and staff (whether the complaint is against another faculty or staff member, or a visitor to campus). Discrimination is prohibited by university policies\*. To learn more about OEO's investigative process, please visit our website at: [edo.unt.edu/file-complaint](http://edo.unt.edu/file-complaint).

A faculty 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 a review of their rights under the university's anti-discrimination policies. These policies can be accessed via the OEO website at: <http://edo.unt.edu/equal-opportunity>.

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.**

Faculty 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 academic accommodations recommended for students by the Office of Disability Accommodation should contact Ms. Baiye at (940) 565-2759 or at [oeo@unt.edu](mailto: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. Faculty members who have questions about their Title IX obligations towards students, or concerns about sexualized commentary in the classroom may contact Ms. Baiye at (940) 565 2759 or at [oeo@unt.edu](mailto: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) should 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](http://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](mailto:oeo@unt.edu)