The Office of Equity, Diversity, and Inclusion (OEDI)

- Mission: to coordinate and expand the University’s longstanding commitment
- A Resource and a Partner
- Three Main Areas for Partnership
OEDI AND YOU

Campus Climate

Civil Rights and Title IX

Education and Celebration

A Resource and Partner
OEDI’s Role: Education and Celebrations

- Events, Grants and Celebrations
- Diversity and Inclusion Certificate Program
- Partnerships with Units
- Pitt Community Groups
- Annual Diversity Forum
OEDI is engaged in:

- Incident Prevention and D&I Education
- Ongoing climate assessment
- Complaint and Incident Response
- The Affirmative Action Plan (“AAP”) and Recruiting Strategies
- Inclusion of Individuals with Disabilities
Campus Climate: Individuals with Disabilities

- Diversity includes Disabilities!
- Inclusion is a key Chancellor priority.
- Also, inclusion is the law. Under the Rehabilitation and the Americans with Disabilities Acts discrimination is unlawful.
The Office of Disability Resources and Services (DRS) is an exceptional, experienced resource:

- Regional campuses have similar resources.
- Students, **Faculty and Staff** with disabilities request accommodations through DRS.
- KEY - Interactive process
- Reasonable accommodation determined after working with you and medical provider.
Notice of Non Discrimination

The University of Pittsburgh, as an educational institution and as an employer, does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, medical condition, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status or gender identity and expression in its programs and activities.
OEDI’s Role: Title IX & Sexual Misconduct

• “Our University is committed to actively fostering a culture that prevents sexual violence and protects the safety of our students, staff and faculty.”

- Chancellor Gallagher
What is a Bias Incident?

1. Action against a person or group based on protected class, such as racially offensive words, or sexist images

2. Impact: Interference with the educational or work environment

3. Key points of consideration:
   - Universal offense not required
   - Intent v. Impact
   - Free Speech Issues
Pitt Complaint Procedures

1. Initial Report: No Wrong Door
2. “Responsible Reporter”
3. Complaint Avenues: A complaint can start many places, but all internal roads lead to the Office of Civil Rights and Title IX in OEDI
How OEDI Can Partner:

- Response to reports of harassment and discrimination
- Education and training
- Customizing presentations
- Assistance in addressing climate issues
- Assistance in making accommodations
What do you need to know about what happens when a report is made?

1. Do not investigate, mediate or resolve the issue yourself.
2. Keep information as confidential as possible.
3. Treat the people involved fairly and respectfully. Do not take sides.
4. Watch the environment for ongoing issues. Retaliation is prohibited!
5. Call the Office of Civil Rights and Title IX if you have questions or concerns.
PITT DOES NOT TOLERATE VIOLATIONS OF ITS HARASSMENT OR DISCRIMINATION POLICIES.
Make a report at: www.diversity.pitt.edu/report-incident
QUESTIONS

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For more information:
http://www.diversity.pitt.edu