Office of Institutional Equity

Creating an environment that is equitable, fair and just

New Faculty Workshop Series: Diversity, Equity, and Inclusion
Introductions

Molly Peirano (she/her/hers)
Director of Education & Engagement
Interim Title IX Coordinator

You
What We Expect

• A community where everyone strives to be a better Buckeye and treat one another with dignity and respect

• OIE and all Buckeyes work to eliminate discrimination, harassment, and sexual misconduct
What do you expect?
Protected Classes

Ohio State does not discriminate on the basis of age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy, race, religion, sex, sexual orientation, or protected veteran status.
Sexual Misconduct

- Sexual assault
- Sexual harassment
- Sexual exploitation
- Relationship violence
- Stalking
- Prohibited Relationships
Are these relationships prohibited?

- Student and their Instructor?
- Student and their TA?
- Student and their Advisor?
Undergraduate females/ undergrad males/ TGQN:

• 24.9  6.0  26.8% sexually assaulted since enrollment

• 13.5  3.3  14.8% during current academic year
Student Experiences

Graduate females/Grad males/TGQN:

• 13.3  3.1  26.8% sexually assaulted since enrollment

• 3.4  1.5  14.8% during current academic year
How to Help a Fellow Buckeye

Direct

Confront the situation by asking the person to stop or saying, "Hey, that's not cool."
How to Help a Fellow Buckeye

Distract

Redirect the attention of those involved so the situation stops. You could change the conversation or start an activity that would divert a person's attention.
How to Help a Fellow Buckeye

Delegate

Ask someone else to help to stop the situation. That could mean asking a person nearby, a friend, a staff member or calling 911 in an emergency.
How would you most likely respond?

SCENARIOS
What We Do

- **Coordinate a response** to all reports of discrimination, harassment, and sexual misconduct.

- **Provide information** on support resources, assist with supportive measures, and provide information about investigation and resolution options.

- **Conduct investigations and resolutions** for complaints of discrimination, harassment, and sexual misconduct involving faculty, staff, students, student employees, graduate associates, suppliers/contractors, program participants, volunteers, visitors, and employee applicants.
Reporting and intake

1. **Online reporting form** at equity.osu.edu
2. **Call OIE** (614) 247-5838 or TTY 614-688-8605
3. **Email** equity@osu.edu

A person can also submit an anonymous concern through EthicsPoint: [ohio-state.ethicspoint.com](http://ohio-state.ethicspoint.com). If you choose to submit an anonymous concern, the university’s ability to respond may be limited and this does not fulfill the duty to report.
All university employees must report sexual assault immediately.

The following must report all other forms of sexual misconduct within 5 days:
1. Any human resource professional (HRP);
2. Anyone who supervises faculty, staff, students, or volunteers;
3. Chair/director
4. Faculty member

Any employee practicing under privilege is exempt (counselors, clergy, physician, attorney)
Once a report is made to OIE, our staff will:

- Email or call you to provide more information about your rights and options.
- Connect you with supportive measures
- Offer the opportunity to participate in a resolution. It is your choice whether you participate, and you will not be forced to participate in an investigation.
- Assist in remedying the situation and stopping the negative behavior from occurring in the future.
You can get supportive measures with or without an investigation. For both victim/survivor and alleged. Examples include:

- Academic support
- Change in work schedule/location
- Consideration of leave requests
- Counseling
- Health services
- Housing assistance/relocation
- No contact directive
- Safety resources
- Victim advocacy
- Visa/Immigration services
Resolutions

- Formal
- Informal
- Other (e.g. educational conversation)
App Resources

How to Get Help in a Crisis or Emergency

If you have experienced sexual assault, relationship violence, or stalking, consider the following:

- Go to a safe place or call 9-1-1.
- Call someone you trust.
- Go to an emergency department for a free sexual assault exam.

You can also contact the 24/7 Helpline at 614-267-7020 or 844-OHIO-HELP.

Call the 24/7 Sexual Violence Helpline

Campus

- Moritz Law Library
- Billy Ireland Cartoon...
- Geology Lil

Other

- Transportation and Parking
- Campus Map
- Gender Inclusive Restrooms
- Lactation Rooms
- BuckiD Merchants
- Safety
- Tours

Office of Institutional Equity | equity.osu.edu
Other Resources

• Syllabus statement
All Ohio State faculty, staff and students are required to complete sexual misconduct prevention education each academic year.

- **Students:**
  “U Got This!” – Registration access at stake for **NEW** students

- **Employees:**
  Report = Support
Promoting the safety and well-being of our students, faculty and staff is Ohio State's top priority and a responsibility we all share.

There is no place for discrimination, harassment, or sexual misconduct of any kind.