Navigating UGA, Part V
Top Ten Ways to Ensure Smooth Sailing
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Expect
Respect

Equal Opportunity Office
eoo.uga.edu

Committed to a Fair and Respectful Environment for Living, Work & Study.
University of Georgia
Non-Discrimination and Anti-Harassment (NDAH) Policy
PROTECTED CATEGORIES

- Race
- Sex (including sexual harassment [sexual violence & pregnancy])
- Sexual orientation
- Gender identity
- Ethnicity or national origin
- Religion
- Age
- Disability status
- Veteran status
- Genetic Information
- Also includes: dating violence, domestic violence and stalking
FREEDOMS

- 1st Amendment freedom of speech/expression
- Academic freedom

 Freedoms considered during investigations BUT do not excuse behavior that violates policy.
Positions of Authority at UGA

- Faculty and Instructors
- Administrators
- UGA Police
- Supervisors
- Staff

Students can also be in positions of authority:

- Graduate TA’s
- Student supervisors or managers
- University Housing (RA’s, Graduate Residents, etc.)
- Orientation leaders
Sexual Assault Response Protocol in a Nutshell

- Affirm the disclosure
- Explain no confidentiality
- Ask about safety and medical concerns
- Provide options for reporting to Police or EOO
- Offer a bridge to support resources
- Fulfill your reporting obligations by contacting EOO
EXPLAIN NO CONFIDENTIALITY

Only a few employees at UGA have confidentiality:
- Counseling & Psychiatric Services (CAPS) at UGA Health Center
- UGA Health Center medical clinicians
- Relationship & Sexual Violence Prevention (RSVP) at Health Center
- Student Support Services in Dean of Students Office
- UGA Ombudspersons

Everyone else must report all information known to EOO
- Required to report the disclosure and all known details to EOO
- Must relay any request for confidentiality or no-investigation
- EOO will usually honor such requests absent threat to future safety of individual or University Community
AFTER YOU REPORT: WHAT DOES EOO DO?

• Reach out to survivor to offer:
  ➢ Remedial measures
  ➢ Resource referrals
  ➢ Investigation

• Track reports to determine trends, hot spots, repeat alleged offenders, etc.
• Conduct investigations & make findings
• Remedial and disciplinary steps as warranted
CONSENSUAL RELATIONSHIPS

• Faculty and staff, including graduate teaching assistants, cannot date or have a sexual relationship with ANY student they currently supervise, teach, or evaluate in any way.

• Employees cannot date or have a sexual relationship if either employee supervises, evaluates, or in any other way directly affects the terms or conditions of the other’s employment.

• “Directly affects” => one employee is above the other employee in a vertical line of authority extending through one or more organizational levels of supervision or management.
Dr. Christopher King
Associate Vice President for Research Compliance
Policy on Responsible Conduct in Research and Scholarship

- Covers research and all other scholarly activities
- Conforms with Federal regulations
  - Fabrication
  - Falsification
  - Plagiarism
- UGA Employees have a duty to report suspected misconduct (or concerns about possible misconduct)
- UGA has a duty to investigate any allegation brought forth
- UGA has duty to protect, to extent allowed by law, both the Complaint and the Accused
Training in Responsible Conduct of Research (RCR)

- CITI’s on-line course
  - physical sciences
  - biosciences
  - social & behavioral sciences
  - humanities

- Seven of nine topic areas
  - Conflicts of Interest
  - Data Management/Sharing
  - Collaborative Research
  - Mentor/Trainee Relationship
  - Research Management
  - Peer Review
  - Authorship & Publications
  - Animal Research
  - Human Research
• **Required** for UGA employees paid from NSF awards, USDA’s National Institute of Food and Agriculture (NIFA) awards, and for NIH Career Awardees or training grant trainees.

• Training must be completed within 1 month of employment on a grant account

• 8 hours of face-to-face content required for NIH Career Awardees and training grant trainees
2015
New Faculty Orientation