

# Office of Institutional Equity

**Committed to creating an environment that is equitable, fair, and just**

The Office of Institutional Equity (OIE) coordinates Ohio State's response to complaints of all protected class harassment, discrimination and sexual misconduct affecting students, employees, graduate associates, appointees, volunteers, visitors, suppliers and contractors, and provides information on rights and options for formal investigation.

In addition to responding to complaints of harassment, discrimination, and sexual misconduct (Title IX), OIE oversees the handling of issues involving the Americans with Disabilities Act (ADA), Affirmative Action and Equal Employment Opportunity (AA/EEO), and Youth Activities and Programs.

## Protected class harassment, discrimination, sex and gender-based misconduct (Title IX)

- Responds to all incidents of protected class harassment and discrimination including sex- and gender-based misconduct, sexual assault, sexual harassment, relationship violence, stalking, sexual exploitation and sex and gender-based discrimination.
- Provides coordinated intake and outreach support to members of the university community. This includes access to on- and off-campus resources, including confidential resources and options for investigations.
- Provides supportive measures to assist students and employees with academic or workplace needs. Among the measures available are no-contact directives, changes in class or work schedule, emergency housing, counseling, academic support, and pregnancy related accommodations.
- Oversees prevention education and training around the non-discrimination policy and sexual misconduct for the university community.

## Youth Protection

- Promotes the safety and welfare of youth who participate in activities and programs with minors entrusted to the university's care.
- Outlines what is required of individuals interacting with youth with the goal of safeguarding the wellbeing of youth.
- Informs individuals of reporting obligations in instances of known or suspected child abuse or neglect.

## Affirmative action and equal employment opportunity

- Ensures equity in all employment processes from time of hire to separation through the university's Affirmative Action and Equal Employment Opportunity (EEO) programs.
- Consults with the university community to educate on the key principles of Affirmative Action and EEO and works to strategically align internal operations with applicable regulations.
- Coordinates the collection, analysis, and reporting of key demographic and operational data to assess program impact.

## Americans with Disabilities (ADA)

- Guides the university's efforts to provide seamless access to all of its programs, the physical and digital environments.
- Focused on disability-based discrimination such as exclusion, refusal to accommodate, harassment and retaliation.
- Provides oversight for the reasonable accommodation of students, employees, visitors and other program participants.
- Provides training, information and resources on access and accommodations.



**THE OHIO STATE UNIVERSITY**

**equity.osu.edu**

Office of Institutional Equity  
1501 Neil Ave. | Columbus, OH 43201  
Phone: 614-247-5838  
Email: equity@osu.edu

## NON-DISCRIMINATION NOTICE

The Ohio State University is committed to building and maintaining a diverse community to reflect human diversity and improve opportunities for all. The university is committed to equal opportunity and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law. 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, race, religion, sex, sexual orientation, pregnancy, or protected veteran status in its programs, activities, employment, and admission.

## EMPLOYEES' DUTY TO REPORT

All university employees, except those exempted by legal privilege of confidentiality, have an obligation to report incidents of sexual assault to the university. In addition, chairs, directors, faculty members, human resource professionals, and employees who supervise faculty, staff, students or volunteers have an additional obligation to report all other incidents of discrimination, harassment, sexual misconduct, and prohibited relationships when they receive a disclosure or become aware of information that would lead a reasonable person to believe that discrimination, harassment, sexual misconduct, or prohibited relationships may have occurred involving anyone covered under this policy.

In addition, youth program personnel have a duty to report child abuse and neglect.

## CONFIDENTIALITY

- A victim/survivor has the right to speak to confidential resources (e.g., licensed counselors and victim advocates.) Resources are listed on [equity.osu.edu](http://equity.osu.edu).
- These confidential sources will not disclose information about incidents to anyone, except as required by law.
- While a victim/survivor's conversation with any university employee will be kept private (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept confidential.

## REPORTING

To report harassment, discrimination, sexual misconduct, retaliation, or child abuse and neglect to the Office of Institutional Equity, choose one of the following:

1. Online: Reporting form at [equity.osu.edu](http://equity.osu.edu)
2. Phone: 614-247-5838 or 614-688-8605 TTY
3. Email: [equity@osu.edu](mailto:equity@osu.edu)

In the case of an emergency, call 911.

To report child abuse or neglect:

### Step 1

- Imminent danger: 911
- Non-imminent danger: Children Services (855-O-H-CHILD) (855-642-4453)

### Step 2

- Report to the Office of Institutional Equity

## CONTACT

Office of Institutional Equity

1501 Neil Ave.  
Columbus, OH 43201

Phone: 614-247-5838  
Email: [equity@osu.edu](mailto:equity@osu.edu)



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