**Code of Conduct Regarding Sexual and Other Forms of Harassment**

Dear Participant:

This conference/workshop/symposium is supported all or in part by the National Science Foundation (NSF) under Award No. \_\_\_\_\_\_\_\_.

We are required by the NSF to provide all event participants with information on the University’s policy on sexual and other forms of harassment or sexual assault as well as directions on how to report any violations of this policy. For purposes of this requirement, “other forms of harassment” is defined as “non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational policies or codes of conduct, statutes, regulations, or executive orders.”

The University of Utah is committed to creating and maintaining a community dedicated to the advancement, application, and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in university programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation. See the [Code of Conduct site here](https://osp.utah.edu/grants-toolbox/nsf/nsf-conference-code-of-conduct.php)

**THIS POLICY APPLIES TO THIS EVENT AND ALL EVENT ATTENDEES MUST CONFORM THEIR BEHAVIOR WITH THE POLICY.**The Policy outlines the University’s responsibilities and procedures related to Prohibited Conduct to ensure an equitable and inclusive education and employment environment free of sexual violence and sexual harassment. The Policy defines conduct prohibited by the University of Utah and explains the administrative procedures the University uses to resolve reports of Prohibited Conduct. The Policy applies to all University employees as well as undergraduate, graduate, and professional students. The Policy applies at all University campuses, Medical Centers, the Office of the President, Agriculture and Natural Resources, and to all University programs and activities.

[SUBMIT A REPORT TO OEO](https://oeo.utah.edu/)

The Office of Equal Opportunity and Affirmative Action (OEO/AA) is dedicated to providing a fair and equitable environment for all to pursue their academic and professional endeavors and to equally access University programs.

**Confidential resources (to the extent** [**allowed by law**](https://utahpolicy.com/politics/64676-understanding-utahs-child-abuse-reporting-law)**) are also available to those who have experienced sexual harassment, sexual violence, or other Prohibited Conduct in connection with this event. Advocates can be reached through the following resources:**

* [**SafeU**](https://safeu.utah.edu/)
	+ **University** [**Confidential Reporting & Crisis Resources**](https://sexualassault.utah.edu/reporting/confidential-reporting/)
	+ [**Rape Recovery Center**](https://www.raperecoverycenter.org/)**Advocates can be reached 24 hours a day**

**For non-urgent questions or appointments contact:**

* **University of Utah Center for Student Wellness** [**Victim-Survivor Advocacy**](https://wellness.utah.edu/victim-survivor-advocacy/)
* **University of Utah Center for Equity & Student Belonging** [**Equity, Diversity, & Inclusion**](https://diversity.utah.edu/cesb/)

**Law Enforcement Reporting:**

* For on-campus incidents, reports to law enforcement can be made to the University of Utah Department of Public Safety [Crime Victim Advocates.](https://safety.utah.edu/crime-victim-advocates/)
* For off-campus incidents, report to the local department where the incident occurred. An advocate can help determine which jurisdiction/police department to contact.

In an emergency, dial 911. To reach local emergency services, contact:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_-

**Key University Policies and Reporting Resources:**

The University has developed policies and procedures to ensure a safe work environment wherever University business is conducted. The following is a list of applicable University policies and available reporting resources (including hyperlinks):

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| **Harassment, Stalking & Sexual Misconduct*** [Policy 1-012: University Non-discrimination policy](https://regulations.utah.edu/general/1-012.php)
* [Interim Rule 1-012: Discrimination Complaint](https://regulations.utah.edu/general/rules/R1-012.php)

This is the primary policy that informs the University community of the University's commitment to preventing harassment (conduct that is unwelcome or offensive), stalking, and sexual misconduct. This policy extends to persons conducting business with or visiting the University, even though such persons may not be directly affiliated with the University.* [Rule 1-012B: Sexual Misconduct Complaint Rule](https://regulations.utah.edu/general/rules/R1-012B.php)

This rule outlines the process the University will use to resolve Complaints of Sexual Misconduct. This rule is also intended to educate the University community, including current students, prospective students and employees, about Sexual Misconduct and about campus resources and processes available to victim-survivors of Sexual Misconduct.  |

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| **Reporting**[Sexual Harassment/Misconduct (OEO)](http://oeo.utah.edu/). The OEO/AA is the University department charged with responding to reports and investigating formal complaints of discrimination, including sexual misconduct.The Director of the OEO/AA serves as the University’s Title IX Coordinator.Sherrie Hayashi Director, Office of Equal Opportunity and Affirmative Action Title IX/ADA/Section 504 Coordinator Phone: (801) 581-8365 Email: [oeo@utah.edu](https://oeo.utah.edu/) |

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| **Abusive Conduct**[Policy 1-021: Abusive Conduct](https://regulations.utah.edu/general/1-021.php)This policy applies to all University of Utah employees and all academic and administrative units of the University, including University of Utah Hospitals and Clinics.[Abusive Conduct and a Culture of Respect](https://www.hr.utah.edu/serviceTeams/Abusive_Conduct.php#:~:text=Contact%20UUHC%20HR%20at%20801,more%20about%20UUHC%20reporting%20process)The University of Utah complies with state laws that prohibit abusive conduct in the workplace. This includes physical, verbal, or nonverbal conduct by an employee toward another employee that, based on the severity, nature, or frequency of the conduct, a reasonable person would determine any of the following;* Intends to intimidate, humiliate, or cause unwarranted distress;
* Exploits an employee's known physical or psychological disability; or
* Is unwarranted and results in substantial physical or psychological harm as a result of intimidation, humiliation or distress.
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| **Reporting**[Abusive Conduct Reporting Form](https://www.hr.utah.edu/forms/Abusive_Conduct.php)Regarding Faculty Member Abusive Conduct:If the faculty member is in the Health Sciences area (Dentistry, Medicine, Health, Nursing, Pharmacy, Health Sciences Library), please send an e-mail to officeforuofuhealthfaculty@hsc.utah.edu to arrange a time for consultation.If the faculty member is in the Academic Affairs Colleges/Schools (not included in above list), please e-mail to officeforfaculty@utah.edu to arrange a time for consultation. |

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| **Hazing & Bullying**[Policy 6-400: Code of Student Rights and Responsibilities (Student Code)](https://regulations.utah.edu/academics/6-400.php)Includes physical or verbal assault, sexual harassment, hazing, threats, intimidation, coercion or any other behavior which threatens or endangers the health or safety of any member of the University community or any other person while on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance.  |

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| **Reporting**[Dean of Students: Reporting Behavioral Misconduct](https://deanofstudents.utah.edu/)All complaints or reports of a possible violation of the Student Code are investigated by a student conduct officer appointed by the Dean of Students. Any person directly aggrieved by an alleged violation of the Standards of Behavior or any faculty member, student, or staff member may submit an oral(2) or written complaint to the dean of students, or designee, within forty-five (45) business days of the date of discovery of the alleged violation. |

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| **Reporting Obligation**Responsible employees are required to report any information about possible sexual misconduct or discrimination to the OEO/AA. Campus security authorities (CSAs) are required to report crimes that occurred on campus to campus police.**Responsible employees** are university employees, including students in paid leadership positions, who are required to report sexual misconduct to the Office of Equal Opportunity and Affirmative Action per university regulations. Examples of responsible employees include:* Professors and other faculty
* Administration and staff (non-mental health)
* Resident advisors
* Student employees
* Campus police or campus security officials
* Athletic coaches/assistants
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| **Reporting*** [Mandatory Reporters](https://sexualassault.utah.edu/reporting/mandatory-reporters/)
* The reporting obligation applies regardless of whether the member of the UU community is the person who was subjected to the misconduct, or the person accused of the misconduct.
* The reporting obligation applies regardless of where or when an incident occurred, including if it occurred off campus and/or before they were a member of the campus community.
* The reporting obligation applies regardless of how the information was conveyed to a responsible employee (whether spoken, written, or through a third party).
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| **Other Policies, Rules, & Guidelines*** [Policy 1-004: Intimidation and Violence in the Academic Environment](https://regulations.utah.edu/general/1-004.php)
* [Policy 1-020: Required Professional Boundaries in Relationships](https://regulations.utah.edu/general/1-020.php)
* [Policy 5-111: Corrective Action and Termination Policy for Staff Employees](https://regulations.utah.edu/human-resources/5-111.php)
* [Policy 6-316: Code of Faculty Rights and Responsibilities](https://regulations.utah.edu/academics/6-316.php)
* [University Rule R5-210: Sexual Assault Prevention and Response](https://regulations.utah.edu/human-resources/revisions_5/rule_5-210.pdf)
* [Mandatory Reporters](https://sexualassault.utah.edu/reporting/mandatory-reporters/)
* [Utah Victims Bill of Rights](http://le.utah.gov/xcode/Title77/Chapter37/77-37-S3.html?v=C77-37-S3_2014040320140513)
* [Policy 7-001: Policy for Research Misconduct](https://regulations.utah.edu/research/7-001.php)
* [Code of Faculty Rights and Responsibilities](https://regulations.utah.edu/academics/6-316.php)
* [Code of Conduct for Staff](https://regulations.utah.edu/human-resources/5-205.php)
* [Concerning Behavior (BIT Team)](https://deanofstudents.utah.edu/bit/behavioral.php)
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| **Reporting**[SafeU](https://safeu.utah.edu/) |

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The University should respond promptly and effectively to reports of violence, harassment, and any and all conduct violations and will take appropriate action to prevent, correct, and when necessary and possible, discipline behavior that violates the law and/or University of Utah policies.