Equal Opportunity and Compliance Office FAQ

- What is the Equal Opportunity and Compliance Office (EOC) and where is it located?
  o EOC is the office at Carolina that addresses discrimination and harassment, including sexual violence, interpersonal (relationship) violence, and stalking.
  o We are located at 214 W. Cameron Avenue on the 2nd floor. Our building is situated between Granville Towers and the UNC Hillel Building.

- What services and support does EOC provide for students?
  o EOC oversees several non-discrimination policies, including the Policy on Prohibited Discrimination, Harassment, and Related Misconduct (“Policy”). If you or someone you know has experienced discrimination or harassment based on any protected status (i.e., age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status), sexual assault or sexual violence, interpersonal (relationship) violence, or stalking, you are encouraged to report the incident to EOC.
  o Our office connects people who have experienced this type of conduct to interim measures (e.g., changes to housing or work schedules, changes to or assistance with academic assignments, no-contact orders) if needed, connects them to campus and local resources, and provides options for formally responding to the conduct.
  o EOC also provides education, training, and awareness campaigns.

- How long do I have to make a report? What happens when I make a report?
  o You can file a report at any time, regardless of when the conduct occurred. While the length of time since the incident occurred may impact EOC’s ability to formally investigate and adjudicate the incident, we can always provide interim measures and other resources.
  o When you make a report to the University, one of the Report and Response Coordinators from EOC will contact you to schedule a meeting to talk with you about any safety concerns, discuss the availability of interim measures (e.g., changes to housing, modifications to work schedules, no-contact orders) if needed, notify you of the resources available to you, and describe paths of resolving the report. Possible paths include taking no formal action, starting an investigation followed by
adjudication, and pursuing voluntary resolution. At the time the report is made, you do not have to decide whether to request any particular course of action. Choosing to make a report, and deciding how to proceed after making the report, is a process that unfolds over time. The University will make every effort to respect your autonomy in making the determination as to how to proceed.

- **What can I expect if a report has been made against me?**
  - If a formal investigation is pursued, you will receive written notification from EOC about the investigation, an EOC Report and Response Coordinator will contact you to discuss next steps and any resource needs, and an investigator will then contact you to schedule a time to meet.

- **How does the EOC handle privacy?**
  - For any report under the Policy, every effort will be made to respect and safeguard the privacy interests of all individuals involved in a manner consistent with the need for a careful assessment of the allegation and any necessary steps to eliminate the conduct, prevent its recurrence, and address its effects. The EOC Office is a private resource meaning that reporting information will only be shared with University employees who “need to know” in order to help in the active review, investigation, or resolution of the report.

- **Who can I contact or who can I meet with to address concerns or make a report?**
  - For all types of conduct, you can contact the EOC’s Report and Response Coordinators. They provide individuals reporting or responding to incidents of harassment and discrimination with resources and support options, including interim measures to address safety and well-being and can help individuals with making a formal report to the University and/or local law enforcement. reportandresponse@unc.edu | 919-966-3576

- **What are instances of misconduct that I can report?**
  - EOC accepts reports of:
    - discrimination and harassment based on any protected status: age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status
    - sexual assault or sexual violence
- sexual exploitation
- interpersonal (relationship) violence
- stalking
- complicity for knowingly assisting in an act that violates the Policy
- retaliation for a person’s good faith participation in the reporting, investigation and/or adjudication of violations of the Policy
  - For definitions of these types of misconduct, you can visit the Policy or the Safe at UNC webpage.

- **What other campus partners are associated with EOC?**
  - We work closely with a range of campus partners including, but not limited to, the Gender Violence Services Coordinators, Student Wellness, UNC Police, Office of the Dean of Students, Carolina Housing, Counseling and Psychological Services (CAPS), and Campus Health.

- **Where can I learn more about the EOC Office?**
  - To learn more about our office, please visit our website.