

ABOUT THE OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Policies & Procedures

The Office of Equal Opportunity and Affirmative Action (EOAA) works to prevent and respond to discrimination and harassment by developing and implementing policies and procedures that address discrimination, harassment, gender-based misconduct, prohibit certain romantic and sexual relationships, require the duty to report and the duty to act, in accordance with relevant federal, state, and local anti-discrimination laws.

Consulting & Educational Programs

EOAA consults with departments, programs, and individuals across the University to help navigate the challenges of discrimination and harassment. Our educational efforts are focused on educating individuals and groups about EOAA policies and conduct that is expected and prohibited under University policies and laws concerning discrimination and harassment. We assist individuals and departments with identifying structural strategies to address bias and discrimination.

Advancing Affirmative Action

EOAA collaborates with departments and programs to achieve the University-wide goal of attracting and retaining a diverse faculty and staff across all our schools. We assist departments with creating hiring plans that acknowledge and account for organizational and structural bias; provide tools to search committees, including department demographic data and candidate pool availability; offer support for applicant evaluation and interview metrics; and work with departments to help build and develop candidate pipelines.

Responding to Reports of Alleged Misconduct

EOAA receives and responds to allegations of discrimination, harassment, and other policy violations.

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Duty to Report

The University relies on individuals who receive information about or observe harassment, discrimination, and gender-based misconduct (including sexual assault, sexual harassment, domestic/dating violence, stalking, and sexual exploitation) to understand and comply with their reporting obligations.

Faculty, Officers of Administration, Research Officers, Officers of the Libraries, coaching staff and other staff who work with students (e.g. teaching assistants and advising and residential program staff) have an obligation to immediately report harassment, discrimination, and gender-based misconduct involving undergraduate and graduate students.

The University asks all employees to report any prohibited conduct involving employees or third parties to EOAA or the employee's designated human resource representative.

Managers and Supervisors Duty to Report & Act

EOAA collaborates with departments and programs to achieve the University-wide goal of attracting and retaining a diverse faculty and staff across all our schools. We assist departments with creating hiring plans that acknowledge and account for organizational and structural bias; provide tools to search committees, including department demographic data and candidate pool availability; offer support for applicant evaluation and interview metrics; and work with departments to help build and develop candidate pipelines.

Confidential Resources

There are confidential resources on campus who do not have a Duty to Report, including:

- Sexual Violence Response & Rape Crisis/Anti-Violence Support Center (SVR)
- Ombuds Office
- University Medical Services

University employees working in a confidential capacity will not report information shared with them.

 <https://eoaa.columbia.edu>

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