Mission / Purpose

The mission/responsibility of the Office of Equal Opportunity Programs (EOP) is to promote a positive climate for diversity and to ensure that the University has adequate policies and procedures in place to guard against and prohibit discrimination and/or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability or veteran status. The Office of EOP provides an avenue whereby students and employees may address concerns regarding illegal discrimination or harassment, and supports the University of Alabama’s efforts to foster a diverse student body and workforce.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

**OthOtcm 1:** Provide consultation for employees, students, and other individuals with discrimination concerns or complaints

Provide consultation for employees, students, and other individuals with discrimination concerns or complaints regarding University policies, practices, or actions, and conduct internal investigations to resolve allegations of unlawful discrimination and ensure compliance with applicable federal laws and University policies.

**Related Measures**

M 1: Database measurements of number of contacts

Database measurements of number of contacts

Source of Evidence: Existing data

M 2: Point-of-contact questionnaire

Point-of-contact questionnaire

Source of Evidence: Evaluations

**OthOtcm 2:** Provide high quality continuing education/training in the form of webinars/workshops each semester

Provide high quality continuing education/training in the form of webinars/workshops each semester on related equal opportunity, affirmative action and diversity topics to unit EO coordinators (Harassment, Affirmative Action, ADA) to promote awareness and understanding of University equal opportunity requirements and to prevent discrimination/harassment within the University.

**Related Measures**

M 3: Number of webinars given

Number of webinars given

Source of Evidence: Activity volume

M 4: Exit survey/questionnaire upon completion of webinar

Exit survey/questionnaire upon completion of webinar

Source of Evidence: Evaluations

M 5: Post-tutorial survey

(Optional) Post-tutorial survey

Source of Evidence: Evaluations

**OthOtcm 3:** Facilitate the education of the campus on illegal harassment

Facilitate the education of the campus on illegal harassment via an online harassment tutorial for students, faculty, and staff (supervisory and non-supervisory)

**Related Measures**

M 6: Database measurement of number of students, faculty and staff completing the tutorial

Database measurement of number of students, faculty and staff (supervisory and non-supervisory) completing the tutorial

Source of Evidence: Existing data

M 7: Post tutorial assessment

Post tutorial assessment

Source of Evidence: Evaluations
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**OthOtcm 3:** Facilitate the education of the campus on illegal harassment

Facilitate the education of the campus on illegal harassment via an online harassment tutorial for students, faculty, and staff (supervisory and non-supervisory).

**Related Measures**

**M 6:** Database measurement of number of students, faculty and staff completing the tutorial
- Database measurement of number of students, faculty and staff (supervisory and non-supervisory) completing the tutorial
- Source of Evidence: Existing data

**M 7:** Post-tutorial assessment
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