

Graduate Student Orientation

Office for Equity, Diversity, and Inclusion

Our Mission

The Office for Equity, Diversity, and Inclusion (EDI) strives to advance Pitt's efforts to embed diversity as a transformational force in academic excellence and professional growth through education, the celebration of diversity, and the fair and objective response to complaints and concerns.

Office for Equity, Diversity and Inclusion

- The Office of Civil Rights and Title IX
- Sexual Violence Prevention and Education
- Diversity and Multicultural Programs
- Digital Accessibility
- Institutional Equity
- Disability Resources and Services



A Call to Action

- It is on all of us to contribute to a more respectful campus environment where everyone can fully participate.
- We must create a more trauma informed campus that cares for survivors

Notice of Nondiscrimination

- **The University of Pittsburgh**, as an educational institution and as an employer, **does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status, or gender identity and expression** in its programs and activities.

Policies and Procedures

- **Nondiscrimination, Equal Opportunity, & Affirmative Action Policy (CS07; formerly 07-01-03)**
 - Procedure CS07
- **Sexual Misconduct Policy (CS20; formerly 06-05-01)**
 - Procedure CS20
 - Responsible Reporting
- **Interim Title IX Policy (CS 27)**
 - Procedure (CS 27)
 - Responsible Reporting

Bias Incident Reporting

- **If you witness or experience a bias incident, we encourage you to report** incidents involving a member of the University community to OEDI so that the University may promptly and effectively respond.

Responsible Reporting: Sexual Misconduct

- **Responsible Reports:**

- Most all employees (Faculty & Staff) including some students (Graduate Assistants, Resident Assistants, etc.)
- Those who someone would reasonably believe could help them after having experienced sexual misconduct

- **Confidential Reporting:**

- Counseling Services
- Health Services
- Pastoral Services

Outreach & Support Services

- **After CR/TIX receives a bias incident report, CR/TIX will contact the reporting party, typically via email, to discuss the reported information, offer support services, and discuss options for resolution.**
- **If the reporting party is a witness to the bias incident, CR/TIX will also contact the individual or individuals who experienced the reported conduct.**

Outreach & Support Services

- **Resources & Supports Services are available to all parties working with CR/TIX**, and utilization of such resources are at the party's discretion.
- **Services offered may include:**
 - Counseling & Health Services
 - Academic & Workplace Accommodations
 - Criminal & Legal Services
 - External Resources

Confidentiality & Non-Retaliation

- **The University will maintain reported bias incidents as confidentially as possible, but it is necessary to discuss some or all details with parties who have a need to know or who are material witnesses.**
- **Those who need to know reported information are made aware they should maintain confidentiality.**

Confidentiality & Non-Retaliation

- **The University prohibits retaliation against anyone who makes an incident report or otherwise participates in the investigation process.**
- **Retaliation should be understood to be adverse action taken as a result of engaging in such protected conduct or an action that would deter a reasonable person from participation.**

Confidential Resources

- **University Counseling Center (Students)**
 - studentaffairs.pitt.edu/cc
 - (412) 648-7930
- **Pittsburgh Action Against Rape (PAAR; Non-Pitt)**
 - paar.net
 - (412) 431-5665 or 1-866-363-7273
- **Women's Center & Shelter (Non-Pitt)**
 - wcspittsburgh.org/
 - (412) 687-8005, ext. 1 or 1-877-338-8255
- **Resolve Crisis Services (Non-University Entity)**
 - upmc.com/Services/behavioral-health/resolve-crisis-services
 - 1-888-796-8226

Making a Report

- **Office for Equity, Diversity, and Inclusion**

- [Pitt Concern Connection \(pi.tt/concern\)](https://pi.tt/concern)
- titleixcoordinator@pitt.edu
- (412) 648-7860

- **Pitt Police**

- [Online Anonymous Tip Form](#)
- [Rave Guardian App](#)
- police@pitt.edu
- (412) 624-2121

