

## **Navigating Experiences of Maltreatment, Microaggressions, and Discrimination:**

**Department of Radiology, School of Medicine, University of North Carolina at Chapel Hill**

Approved 5/10/22 Department of Radiology DEI Committee

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### **Introduction**

The goal of this document is to provide a list of resources to help people who have experienced or witnessed maltreatment, microaggression, or discrimination. This document was developed for the faculty, staff, residents, and students interfacing with the Department of Radiology, and is based on a template kindly provided by our colleagues in the Emergency Medicine Department.

Members of the university are protected under the following classes: age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, and veteran status.

UNC-CH maintains a nondiscrimination policy. Please see <https://eoc.unc.edu/our-policies/policy-statement-on-non-discrimination/> for more information. For more information on Title IX and Violence Against Women Act (VAWA), please see <https://eoc.unc.edu/our-policies/state-and-federal-laws/title-ix-and-vawa/>.

Additional information addressing accommodations (e.g., religious, disability) are detailed at the end of this document.

### **Accessing Resources**

To access confidential or formal reporting avenues, please first identify which description below best fits your job, title or affiliation with UNC. Then determine if you would like to use confidential resources, or those resources which are better for discussing issues and identifying next steps, or formal reporting avenues, which are resources that work with you to find a solution to the issue. Some resources can be utilized to report experiences with or without identifying yourself, depending on the level of information you provide.

Please know some employees cannot keep information confidential because they are designated a Responsible Employee. This includes supervisors, managers, directors, coaches, deans and chairs of departments, etc. If you share harassment, discrimination, or sexual misconduct with a Responsible Employee, they are required to relay that information to the Equal Opportunity and Compliance Office (EOC) so that you receive information on all campus resources and reporting options. The Responsible Employee is required to share information with the EOC, but you are not required to respond to EOC outreach.

The descriptions of and links to these resources are available in the next section.

**University/School of Medicine Faculty, Fellows, and Administrative staff (For those with a PID)**

***Confidential Resources***

[University Ombuds Office](#)

[Gender Violence Services Coordinators](#)

[Employee Assistance Program](#)

***Reporting Avenues***

[Equal Opportunity & Compliance Office](#)

[University Human Resources – Employee and Management Relations](#)

Department of Radiology Human Resources—Trent Hopper,  
[trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu), 919-843-8741

[Learning Environment Resource](#)

Any Supervisor

**APPs and other UNC Healthcare and Medical Center Employees (For those who have an EID/UID)**

***Confidential Resources***

[Gender Violence Services Coordinators](#)

***Reporting Avenues***

[Equal Opportunity & Compliance Office](#)

Department of Radiology Human Resources—Trent Hopper,  
[trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu), 919-843-8741

[UNC Healthcare Portal](#)

[Learning Environment Resource](#)

Any Supervisor

**Residents**

***Confidential Resources***

[Gender Violence Services Coordinators](#)

***Reporting Avenues***

[Equal Opportunity & Compliance Office](#)

Department of Radiology Human Resources—Trent Hopper,  
[trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu), 919-843-8741

[UNC Healthcare Portal](#)

[Learning Environment Resource](#)

[Graduate Medical Education](#)

Any Supervisor

## **UNC SOM Students**

### ***Confidential Resources***

[University Ombuds Office](#)

[Gender Violence Services Coordinators](#)

[Counseling and Psychological Services](#)

### ***Reporting Avenues***

[Equal Opportunity & Compliance Office](#)

Department of Radiology Human Resources—Trent Hopper,  
[trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu), 919-843-8741

[Learning Environment Resource](#)

Any Supervisor

## **Undergraduate & other non-SOM students**

### ***Confidential Resources***

[University Ombuds Office](#)

[Gender Violence Services Coordinators](#)

[Counseling and Psychological Services](#)

### ***Reporting Avenues***

[Equal Opportunity & Compliance Office](#)

Department of Radiology Human Resources—Trent Hopper,  
[trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu), 919-843-8741

[UNC Dean of Students' Office](#)

Any Supervisor

## **Resource Description**

Below are the descriptions of and links to resources previously listed.

### **Counseling & Psychology Services (CAPS)**

CAPS provides individual and group counseling services, medication managements, and referrals to long-term support in the community. They also provide a 24/7 hotline. See: <https://caps.unc.edu/>.

## **Department of Radiology Human Resources**

Any reports can be made directly to our Human Resources (HR) contact, Trent Hopper ([trent\\_hopper@med.unc.edu](mailto:trent_hopper@med.unc.edu)). Trent can help identify which office is the best to contact regarding the incident you are reporting and/or connect you with other appropriate resources.

## **Employee Assistance Program (EAP)**

For those experiencing personal or professional concerns, mental health, addiction, financial, and other issues, you can reach out to EAP for assistance. See: <https://hr.unc.edu/benefits/work-life/eap/>.

## **Equal Opportunity and Compliance Office (EOC)**

EOC is the central office at UNC to respond to incidents of protected status harassment and discrimination, as well as sexual misconduct and stalking. Anyone who is experiencing harm based on their identity (race, religion, sex, sexual orientation, veteran status, disability, etc.) can seek options, remedies, and reporting. The EOC can provide support measures, such as a campus No Contact Order or changes to classes/workspaces, and can also formally investigate if the reporting party is seeking action. You do not have to identify yourself or share information with the EOC to talk with them about your options: <https://eoc.unc.edu/what-we-do/address-misconduct/>.

## **Gender Violence Services Coordinators (GVSCs)**

If you have been impacted by gender-based violence (including sexual harassment, stalking, and/or relationship violence), you can seek confidential services here. The GVSCs provide support, advocacy, and referrals, and can accompany you to other offices such as the Equal Opportunity and Compliance Office. See: <https://gvsc.unc.edu/>.

## **Learning Environment Resource**

For grievances occurring within the learning environment, you can start the process by filling out this form: <https://www.med.unc.edu/md/forms/student-mistreatment-and-learning-environment-concern/>. This form can be filled out anonymously or with your contact information. Reports made with your name and other identifying information will ensure the departments investigating the incident can reach you for further information.

## **Office of Graduate Medical Education**

The Office of Graduate Medical Education offers an online reporting portal for residents and fellows via their website at: <https://www.uncmedicalcenter.org/uncmc/professional-education-and-services/office-of-graduate-medical-education/gme-policies/>. Additionally, you can contact the Dean of Graduate Medical Education, Dr. Kenya McNeal-Trice, directly at [kmtrice@med.unc.edu](mailto:kmtrice@med.unc.edu).

## **Supervisor**

When you report an experience of discrimination, maltreatment, or harassment to your supervisor or any supervisor on campus, they will help identify and escalate your information to the appropriate offices.

## **UNC Healthcare Portal**

Healthcare professionals are able to report cases of harassment and microaggressions directly through the [UNC Healthcare portal](#). For reporting and resource options, log in to the portal and then access their “well-being” page at: <https://www.unchealthcare.org/wellbeing/>.

## **University Human Resources – Employee and Management Relations**

You can report violence and other grievances directly to Human Resources (HR) (see: <https://hr.unc.edu/employees/emr/online-reporting/>). You will be asked for detailed information about the misconduct and the appropriate offices will contact you for further information.

## **UNC Dean of Students’ Office**

Staff in the Dean of Students’ Office can help connect students, staff, faculty, and families with resources across campus and in the community. If they receive reports of harm or discrimination, they will refer students to the appropriate reporting entity: <https://dos.unc.edu/student-support/>.

## **University Ombuds Office**

Setting up a confidential meeting with an ombudsperson allows you to talk through your experience without escalating the incident until you are ready. The Ombuds Office can help you make sense of what happened and what you can do next if you choose to take further action. They supplement, but do not replace, formal reporting avenues within the university. See: <https://ombuds.unc.edu/about-us/>.

## **Accommodations**

Federal and UNC-CH guidelines mandate and permit reasonable accommodations for religious and disability needs.

### **Disability Accommodations**

- Resources for **students**
  - Accessibility Resources and Services (ARS) coordinates and implements appropriate reasonable accommodations including academic adjustments and provides appropriate resources and services in accordance with the American with Disabilities Act Amendments Act (ADAAA) and Section 504 of the Rehabilitation Act (504).
  - To learn more about accommodations for **all students**, visit: <https://ars.unc.edu/>.
  - Additionally, if you are a **medical student**, please visit this website for more specific information: <https://www.med.unc.edu/md/student-services/student-services/services-for-students-with-disabilities/>.
- Resources for **SOM and University employees**
  - To learn more about disability accommodations at UNC-CH, please see <https://eoc.unc.edu/our-policies/ada-reasonable-accommodations-in-employment-policy/>.

- The Department works with faculty, staff, and students to ensure reasonable and appropriate accommodations are made when requested. To request accommodations, please work with your supervisor and EOC to ensure accommodations are made. Examples of reasonable accommodations performed within the Department to-date include:
  - Changes to workstations to accommodate persons with disabilities
  - Changes in work location or parking to accommodate persons with disabilities
  - Modifications to job responsibilities and work hours to accommodate persons with disabilities
  - Ensuring space for EEOC/ADA site monitors, job coaches, personal assistants, translators or other required personnel accompanying employees with disabilities
  - Revising departmental website to make it more easily accessible for persons with visual disabilities

### **Religious Accommodations**

To learn more about religious accommodations within UNC-CH, please see <https://eoc.unc.edu/our-policies/religious-accommodations-policy/>.

In addition to holidays noted on the University and UNC Healthcare calendars, our Department recognizes that there may be other religious observances that are important for our departmental personnel. The Department will seek to make reasonable accommodations, as far as it is feasible given the clinical nature of our operations, for those wishing to participate in those religious holidays or events.

*Adapted from UNC SOM Department of Emergency Medicine Julianne Cyr (she/her) [jcyr@med.unc.edu](mailto:jcyr@med.unc.edu)*