



NON-DISCRIMINATION PLAN


July 1, 2025, to June 30, 2026

Submission Date: March 13, 2026


NON-DISCRIMINATION PLAN
JULY 1, 2025, THROUGH JUNE 30, 2026 ¹

THE UNIVERSITY OF RHODE ISLAND

Green Hall
35 Campus Avenue
Kingston, Rhode Island 02881



Accepted and Approved by:
Marc B. Parlange, Ph.D.
President, University of Rhode Island



Rhode Island Department of Administration
Division of Equity, Diversity, and Inclusion Representative

¹ Workforce data reported reflects employment actions that took place between July 1, 2024, and June 30, 2025 (FY2025). When appropriate, goals were established in accordance with the Rhode Island Department of Administration, Division of Equity, Diversity, and Inclusion (DEDI) guidelines issued on 01-16-26, submitted to the University of Rhode Island on 01-16-26, for the reporting period of July 1, 2025, to June 30, 2026 (FY2026). The agency organization and structure section reflect the University's leadership as of February 5, 2025.

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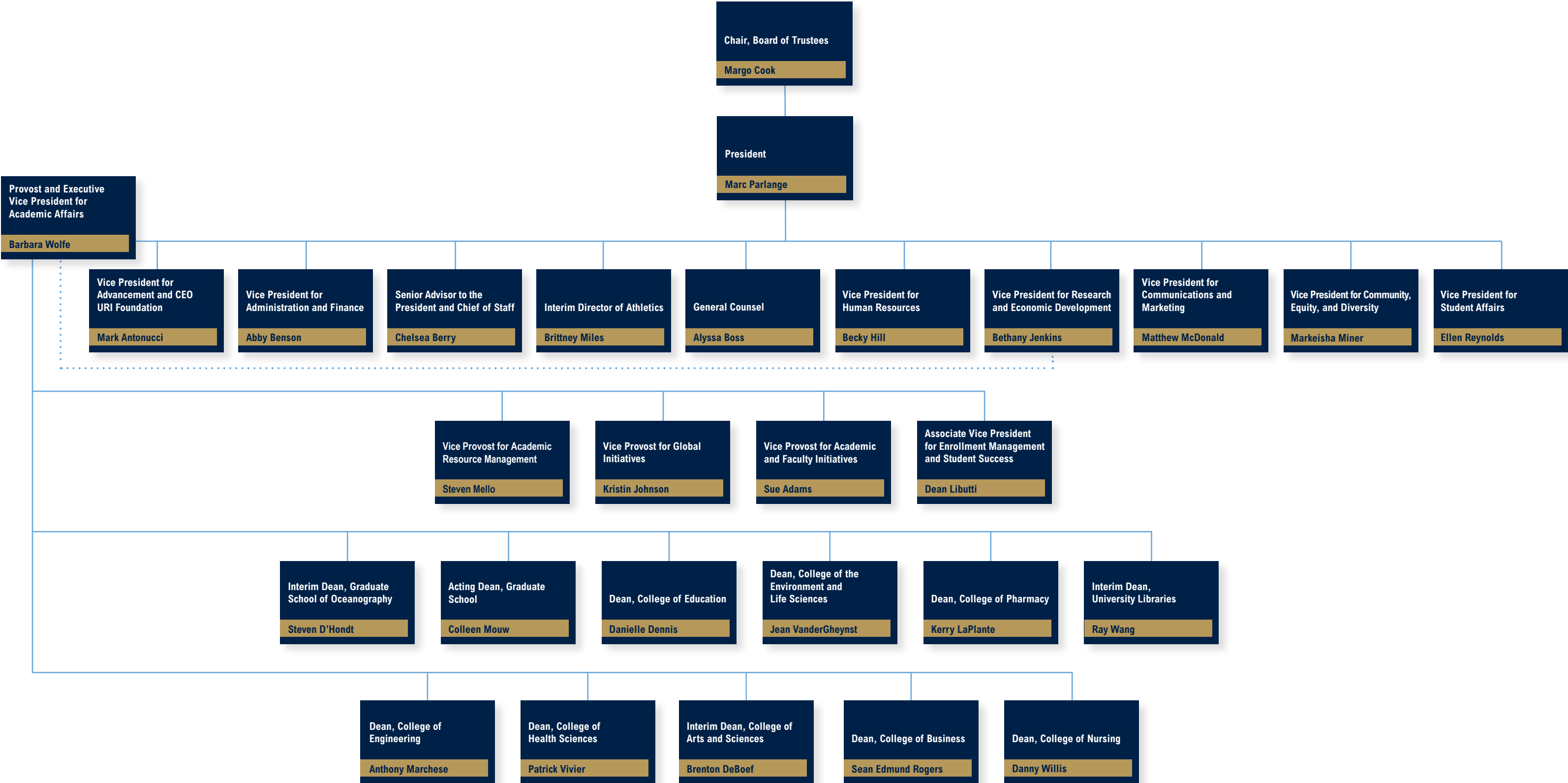
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PART A
UNIVERSITY OF RHODE ISLAND
ORGANIZATION AND STRUCTURE

THE UNIVERSITY OF RHODE ISLAND

Senior Leadership



UNIVERSITY OF RHODE ISLAND STRUCTURE

The University of Rhode Island Board of Trustees is the University's governing body. The board is a public corporation that appoints and reviews the president. The board is responsible for establishing performance goals for the president and the University and for the buildings, employees, and property of the University. The board approves the budget, the awarding of degrees, and the awarding of tenure to faculty.

The board consists of 17 members appointed by the governor in consultation with the University president, and with the consent of the Senate. The University president appoints one full-time student and one faculty member to serve on the board as non-voting members. The University president and the chair of the Rhode Island Board of Education also serve in an ex officio capacity.

UNIVERSITY OF RHODE ISLAND HISTORY

The University was chartered as the state's agricultural school in 1888. The oldest structure in the district is the Oliver Watson Farmhouse (ca. 1796), part of the farmland purchased in 1888 to establish the agricultural school that would one day become the University of Rhode Island. The school became the Rhode Island College of Agriculture and Mechanic Arts in 1892, and the first class of 17 members graduated two years later.

The Morrill Act of 1862 provided for the sale of public lands. Income from these sales was to be used to create at least one college in each state with the principal purpose of teaching agriculture and mechanic arts. From this grant of land comes the term "land grant," which applied to the national system of state colleges. In a later adaptation of the concept, federal funds given to colleges for marine research and extension are called "sea grants."

In 1909, the name of the college was changed to Rhode Island State College, and the program of study was revised and expanded. In 1951, the college became the University of Rhode Island by an act of the General Assembly. The University has played an important role in the education and careers of many from Rhode Island and beyond.

UNIVERSITY OF RHODE ISLAND MISSION

The University of Rhode Island is the state's flagship land and sea-grant research institution, with a commitment to urban initiatives. A student-centered research institution, the University of Rhode Island actively partners with other organizations globally and locally to advance knowledge and develop informed residents and leaders. The University is committed to high-quality education, community engagement, and solving the world's most important challenges. Situated on the traditional land and territories of the Narragansett Nation and the Niantic People, the University of Rhode Island strives to create a diverse and inclusive environment for researchers, teachers, learners, and community members.

University of Rhode Island Foundational Values

- Freedom to learn, teach, create, and conduct research with integrity in the pursuit and dissemination of new knowledge aimed at contributing to the public good.
- An inclusive, accessible, equitable, and diverse community whereby we respect the rights and dignity of all.
- Intellectual curiosity, lifelong learning, leadership, and scholarship in creating a thriving URI community in service to Rhode Island and the world.
- Sustainability and care of our environment conducive to the physical and mental health of our community.
- Self and institutional reflection of our values in our work, scholarship, and interactions, holding ourselves, each other, and the institution accountable to uphold them to a high standard.

UNIVERSITY OF RHODE ISLAND SENIOR LEADERSHIP

DIVISION	CABINET MEMBER NAME AND TITLE
Office of the President	Marc B. Parlange, Ph.D., President
Office of the President	Chelsea Berry, Senior Advisor and Chief of Staff
Provost and Academic Affairs	Barbara E. Wolfe, Ph.D., Provost and Executive Vice President
Research and Economic Development	Bethany D. Jenkins, Ph.D., Vice President
Administration and Finance	Abby S. Benson, Vice President
Student Affairs	Ellen Reynolds, Ed. D., Vice President
Communications and Marketing	Matthew McDonald, Vice President
Community, Equity and Diversity	Markeisha J. Miner, Vice President
Office of the General Counsel	Alyssa V. Boss, Esq., General Counsel
Human Resources	Becky Hill, Vice President
Department of Athletics	Pat Lyons, Vice President and Director of Athletics
University of Rhode Island Foundation	Mark Antonucci, CEO and Vice President for Advancement

UNIVERSITY CAMPUSES

KINGSTON CAMPUS

Located in the historic village of Kingston, the University of Rhode Island is close to the ocean and major beaches. Our 1,200-acre campus, a mix of ivy-covered buildings and contemporary architecture, is 30 miles south of Providence, and within easy reach of Newport, Boston, and New York City.

FEINSTEIN PROVIDENCE CAMPUS

The University of Rhode Island moved out of the Feinstein Providence Campus at the end of the calendar year 2023. The University of Rhode Island College of Health Sciences continues to occupy spaces in the Shepard Building in Providence as a tenant of the Rhode Island Department of Administration.

NARRAGANSETT BAY CAMPUS

Overlooking the West Passage of Narragansett Bay, this 153-acre campus is home to the highly acclaimed University of Rhode Island Graduate School of Oceanography -one of the top five (5) oceanographic institutions in the country. The campus also houses the University's Coastal Institute on Narragansett Bay, which features an interactive coastal environment exhibit and conference center.

W. ALTON JONES CAMPUS

Located in the western section of Rhode Island just 30 minutes from Providence, the Alton Jones Campus features 2,300 acres of pristine forests, streams, ponds, and a 75-acre lake. Alton Jones offers an ideal setting for important research projects and fieldwork for classes in environmental sciences.

NURSING EDUCATION CENTER

Located in a vibrant section of Providence, the Rhode Island Nursing Education Center opened in August 2017, offering 133,000 square feet of laboratory, classroom, and office space at 350 Eddy Street. The Center is the educational anchor of a regional hub for healthcare learning, practice, and biomedical research in Providence.

COLLEGE ORGANIZATION AND PROGRAM SUMMARIES

The University of Rhode Island offers bachelor's degrees, master's degrees, and doctoral degrees in numerous undergraduate and graduate areas of study through nine degree-granting colleges. The Colleges include the College of Arts and Sciences, College of Business, Feinstein College of Education, College of Engineering, College of the Environment and Life Sciences, College of Health Sciences, College of Nursing, College of Pharmacy, and Graduate School of Oceanography.

COLLEGE College of Arts and Sciences

**INTERIM DEAN
Brenton DeBoef, Ph.D.**

The College of Arts and Sciences encourages excellence in teaching through academic programs in the arts, humanities, social sciences, Harrington School of Communication and Media, mathematics, and physical sciences. The College of Arts and Sciences engages in internationally renowned programs of research, scholarship, and creative activities; and supports the application of knowledge through outreach to serve the changing needs of the state, the country, and the world. The College offers graduate and undergraduate programs of research, scholarship, and artistic expression to enable students to understand the intellectual and cultural heritages in the global community, the physical world, rapidly changing technologies and social, economic, and political development. The College promotes students' ethical and intellectual development and capabilities through critical and independent thinking, reading, and communicating. The College fosters breadth through engagement with theoretical foundations and basic skills, and depth through the intellectual challenges explored via intensive study in a field of concentration. Student-faculty interaction is enhanced through independent and collaborative experiences to inspire life-long learning and civic engagement.

COLLEGE College of Business

**DEAN
Sean Edmund Rogers, Ph.D.**

The College of Business is the state's flagship institution for business, education, research, and outreach. The College offers a range of majors and specializations, with accredited programs at the bachelor's, master's, and doctoral levels. The College of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB). AACSB accreditation is highly sought after by universities due to its high level of academic merit—accreditation has been achieved by less than 6% of the world's schools offering business degree programs, and less than 2% have earned dual accreditation in accounting. With an interdisciplinary approach and emphasis on experiential learning and entrepreneurial thinking, our academic model encourages students to discover new perspectives. We combine a strong core in the liberal arts and sciences with a focused business curriculum, designed to expand the depth and breadth of your learning experience. Our courses push you to identify problems and find innovative solutions. At every level, the classroom offers you a safe space to learn and grow—inspiring critical thinking, communications, problem-solving, and a global outlook.

COLLEGE
Feinstein College of Education

DEAN
Danielle Dennis, Ph.D.

The Feinstein College of Education, located in the Kingston Campus, offers a range of bachelor's, master's, doctoral, and teacher certification programs. The College of Education offers applied educational opportunities for traditional students, transfer, adult, and returning students. Our programs provide learners access to innovative and flexible approaches to gaining knowledge and practical experiences in community settings.

COLLEGE
College of Engineering

DEAN
Anthony Marchese, Ph.D.

The College of Engineering is a diverse community of scholars, learners, and professional staff dedicated to the development and application of advanced technologies, working together to enhance the quality of life for all. We are creative problem-solvers, innovators, inventors, and entrepreneurs, applying our skills for the advancement of knowledge, service to our community, and the economic development of the state and beyond. We prepare our graduates to be global leaders in a wide range of engineering disciplines and to create new knowledge, products, and services.

COLLEGE
College of Environmental and Life Sciences

DEAN
Jean VanderGheynst, Ph.D.

The College of Environmental and Life Sciences strives for excellence in teaching, research, and service, and prepares its students with the skills, knowledge, and insight to address the challenges of today's world and support their development as lifelong learners. The College fosters collaboration among undergraduate and graduate students, staff, and faculty in experiential learning and provides opportunities for students to apply their knowledge beyond the university, addressing contemporary problems through innovative, relevant, and scholarly research. The College extends research-based knowledge through community engagement in the tradition of land-grant and sea-grant heritage and is dedicated to outreach and service to the state, national, and global community.

COLLEGE
College of Health and Sciences

DEAN
Patrick Vivier, Ph.D.

The College of Health Sciences promotes the health and well-being of individuals, families, and populations in a diverse global society through excellence in teaching, research, and outreach. The College of Health Sciences is a leader in education, research, and outreach in the promotion of optimal health and wellness across the lifespan. The College is committed to high-quality teaching that emphasizes evidence-based practices, engages students in multidisciplinary learning, and produces graduates who can effectively translate and apply knowledge in their professions. The College's research seeks to develop innovative solutions to complex problems that improve the health and well-being of others.

COLLEGE
College of Nursing

DEAN
Danny Willis, DNS, R.N.,
FAAN

The College of Nursing prepares nurses to excel as outstanding and compassionate clinicians, scholars, and leaders who enhance the health care of individuals, families, communities, and populations both locally and globally. The College of Nursing values social justice, diversity, inclusivity, and civic engagement. The College of Nursing is a dynamic catalyst for improving health and transforming healthcare through innovation and excellence in education, knowledge development, discovery, and professional practice to meet the needs of a global society. The traditional undergraduate baccalaureate degree program has approximately 850 enrolled students and the graduate nursing programs have over 150 students. The baccalaureate degree program in nursing, the master's degree program in nursing, the Doctor of Nursing Practice program, and the post-graduate APRN certificate program at the University of Rhode Island are accredited by the Commission on Collegiate Nursing Education.

COLLEGE
College of Pharmacy

DEAN
Kerry LaPlante, Pharm D

The University of Rhode Island College of Pharmacy is a welcoming and inclusive student-centered research community that pursues lives of service and intellectual exploration to solve scientific challenges and prepare students to deliver interdisciplinary healthcare with compassion and intention. The College brings together some of the brightest minds and most inventive scientists in the industry to deliver a world-class education in Biomedical and Pharmaceutical Sciences and Pharmacy Practice and Clinical Research. The College of Pharmacy is among the top 5% nationally in federal research funding and led the way in that category in the Northeast region in the last decade. The College has a top 10 rank in postgraduate year one (1) residency placements –the highest in the region. Students are employed upon graduation at a rate of 97%. The College had the second-highest graduation rate in the Northeast last year and was among the schools with the highest pharmacy board pass rates.

ACADEMIC SCHOOL
Graduate School of Oceanography

INTERIM DEAN
Steven D'Hondt, Ph.D.

As one of the nation's premier academic oceanographic institutions, the University of Rhode Island's Graduate School of Oceanography (GSO) educates marine scientists, students, policymakers, business leaders, and citizens and helps develop the knowledge and skills necessary to address present and future marine challenges. This mission is accomplished through an integrated program of research, education, and public outreach. Field and ship-based observations, including time-series studies coupled with laboratory work and modeling, provide a comprehensive approach to studying coastal and blue water oceans throughout the world.

ACADEMIC SCHOOL
Graduate School

DEAN
Beth Meyerand, Ph.D.

The University of Rhode Island Graduate School supports, advances, and champions graduate education. Serving over 2,000 graduate students, the Graduate School offers over 85 master's, doctoral, professional, and certificate programs. Graduate Faculty work in partnership with the Graduate School to manage degree programs, including requirements for admission and degree completion. The Graduate School is responsible for processing applications, granting degrees, and ensuring compliance with the University's policies for all advanced degree programs, apart from the Pharmacy Doctorate. Additionally, the Graduate School develops programming to help students build leadership and professional skills and provides tuition scholarships, fellowships, and grants to support student research.

CAMPUS RESOURCE
University Libraries

INTERIM DEAN
Ray Wang, Ed.D.

The University Libraries serve the scholarship and research needs of the University community and the general public. The University Libraries are the principal campus resource for information research, scholarship, and creative work providing a truly diverse and inclusive, global information environment. The University Libraries support the success of students, faculty, and researchers through instruction, access, preservation, and innovation. The University Libraries provide a safe, inclusive environment conducive to scholarly research and study. It is a vital and interdisciplinary resource whose support by the University exemplifies its commitment to educational excellence.

PART B
ATTESTATIONS AND NON-DISCRIMINATION
PLAN ADMINISTRATION

NON-ADMISSION STATEMENT

This Non-Discrimination Plan does not constitute an admission by the University of Rhode Island of any violation of Section 503 of the Rehabilitation Act of 1973, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; or any federal, state or local law. This Non-Discrimination Plan has been developed to reaffirm the University of Rhode Island's policy of providing equal employment opportunity for all persons without regard to race, color, age, country of ancestral or national origin, genetic information, religion, disability status, military status, marital status, pregnancy status or related condition, whistleblower activity, sex, sexual orientation, gender identification, or expression, status with regard to public assistance, or any other protected class, category, or characteristic. Goals have been established, where appropriate, to endeavor to meet nondiscrimination and equal employment opportunity obligations in alignment with Rhode Island General Laws, Title 28, Chapters 5 (Fair Employment Practices) and 5.1 (Equal Opportunity and Affirmative Action). This document is not intended to and will not be used to discriminate against any applicant or employee because of any characteristic protected by local, state, or federal laws, rules, or regulations.

PURPOSE

The purpose of this Non-Discrimination Plan is to satisfy state requirements and reaffirm our commitment to ensuring equal employment opportunities for applicants and employees. This Non-Discrimination Plan has been introduced to ensure that applicants and employees of Rhode Island state agencies and federal contractors have equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment, without regard to their protected status.

Non-Discrimination Plans are important for Rhode Island state government because they help ensure equal employment opportunities, and compliance with federal and state requirements. A non-discrimination plan provides agencies with a road map for supporting the long-term goals and values of the agency.

1. STATEMENT OF POLICY ON NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

The University of Rhode Island is actively committed to equal opportunity and promoting fair and equitable treatment of all employees and applicants. The Office of Equal Opportunity is responsible for leading enterprise-wide compliance with applicable civil rights laws and regulations. In this capacity, it ensures equal employment opportunity in all aspects of employment and administers the University's Policy on Nondiscrimination.

The University prohibits discrimination, including harassment and retaliation, due to protected status, in employment and service delivery. It is the policy of the University to promote fair and equitable treatment in all activities and to comply with Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination in Employment Act of 1967; Sections 503 and 504 of the

Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Americans with Disabilities Act of 1990; the Americans with Disabilities Act Amendments Act of 2008; the Genetic Information Nondiscrimination Act of 2008; Rhode Island Executive Order 91-39; the Age Discrimination Act of 1975; Rhode Island Executive Order 92-2; the Rhode Island Fair Employment Practices Act; the Rhode Island Civil Rights Act; and other applicable local, state, or federal laws, rules, or regulations.

a. Hiring and Recruitment

The University of Rhode Island is an equal opportunity employer committed to community, equity, and diversity, and civil rights compliance. All employees and applicants have a right to equal opportunity in all terms, conditions, or privileges of employment, including, but not limited to recruitment, hiring, certification, appointments, working conditions, work assignments, promotions, benefits, compensation, training, transfers, layoffs, recall from layoffs, disciplinary actions, terminations, demotions, or requests for leave.

The Office of Equal Opportunity supports the recruitment, selection, and hiring process by enforcing compliance with Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, Section 503 of the Rehabilitation Act of 1973, and other employment-related laws. Through this effort, the Office of Equal Opportunity works with the University leadership to establish and measure recruitment goals in alignment with strategic objectives, offers training on civil rights topics, and educates those involved in the recruitment, selection, and hiring process to minimize discrimination in all aspects of employment.

During the hiring and recruitment phase:

- 1) Hiring authorities, search chairs, search committees, and the Office of Human Resources will make efforts to conduct outreach and seek referrals of qualified individuals to increase opportunities for candidates of all backgrounds. Outreach activities will be carried out in alignment with the Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring.
- 2) As appropriate, the University of Rhode Island will make reasonable efforts to broadly advertise vacancy announcements, including in media directed to members of underrepresented groups.
- 3) The Office of Human Resources and hiring authorities will evaluate and analyze job requirements using job performance criteria. Special attention will be given to academic accomplishments, experience, and skills requirements to ensure that such specifications are consistent with the needs of the position and free from bias that could lead to exclusion and discrimination. When requirements screen out a disproportionate number of candidates of the same protected status, the continued use thereof will be evaluated, and "validation" will be considered.

- 4) The Office of Equal Opportunity will enforce equal opportunity compliance, conduct periodic workforce analyses, and distribute its findings. See page 70 to review the latest workforce analysis, which can be found in the “Identification and Analysis of Growth Areas” section.
- 5) The Office of Human Resources, hiring authorities, search chairs, and search committee members will carry out activities in alignment with the Policy on Nondiscrimination and the Policy on Employee Recruitment, Selection, and Hiring.

The University pledges that it will post all vacancies, including transfers, and will recruit, hire, train, and promote persons in all job classifications without regard to race, color, sex, religion, sexual orientation, gender identity or expression, age, national origin, disability, or veteran status.

b. Employment

All employment decisions will be made without regard to race, color, age, country of ancestral or national origin, genetic information, religion, disability status, military status, marital status, pregnancy status, whistleblower activity, sex, sexual orientation, gender identification, or expression, status with regard to public assistance, or any other protected class, category, or characteristic.

The University of Rhode Island will post all vacancies on the University’s website. To engage a wide applicant pool that is representative of all, hiring authorities, search chairs, search committees, and the Office of Human Resources will make efforts to distribute vacancy announcements on career management websites administered by professional associations and service organizations. Additional information regarding outreach can be found in the “Identification and Analysis of Growth Areas” section, page 70.

c. Sexual Harassment

The University of Rhode Island recognizes its obligation to provide an atmosphere free of harassment and intimidation. Any form of sexual harassment, such as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, will not be tolerated. Violations of this policy will be handled appropriately as part of the University's disciplinary procedures and its posted policy in support of federal and state requirements on sexual harassment.

Harassment by supervisors or coworkers in employment based on race, color, age, country of ancestral or national origin, genetic information, religion, disability status, military status, marital status, pregnancy status or related condition, whistleblower activity, status with regard to public assistance, sex, sexual orientation, gender identification or expression, or any other protected class, category, or characteristic, is an unlawful employment practice and will be addressed through the University’s Policy on Nondiscrimination, which is administered by the Office of Equal Opportunity. Sex-based discrimination and harassment

in service delivery are addressed through the University's Policy on Sexual Misconduct, which is administered by the Title IX Coordinator.

The Office of Equal Opportunity, established under the Division of Administration and Finance and reporting to Enterprise Risk Management, is responsible for taking reasonable steps to prevent harassment in service delivery and employment from occurring. In the employment context, the Office of Equal Opportunity informs employees of their right to raise the issue of sexual harassment under Title VII of the Civil Rights Act of 1964 and offers training to educate hiring managers, supervisors, and employees on the nature of this problem. Under Title VII of the Civil Rights Act of 1964, sex is defined to include pregnancy or pregnancy-related conditions, sexual orientation, and gender identity.

The Title IX Coordinator, reporting to Enterprise Risk Management, takes reasonable steps to prevent harassment in education programs or activities from occurring by informing students and relevant stakeholders of their right to raise the issue of sexual harassment under Title IX of the Education Amendments of 1972 and offers training to educate students and university personnel of the nature and prevention of this problem.

d. Equal Opportunity Program Coordinator

Dorca P. Smalley, Director of the Office of Equal Opportunity, has been designated by the University as the person who shall have overall responsibility for the implementation and maintenance of the University's civil rights compliance programs. These include Titles VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Americans with Disabilities Amendments Act of 2008, affirmative action required by state and/or federal law, and equal opportunity. In this capacity, the Office of Equal Opportunity offers training on civil rights topics, gathers and reports statistical data, works with the University leadership to establish goals and timetables, offers technical assistance to other offices with civil rights compliance responsibilities, and works with stakeholders across campus to investigate and address illegal discrimination and harassment.

e. Americans with Disabilities Act Program Coordinator

Dorca P. Smalley, Director of the Office of Equal Opportunity, has been designated as the Coordinator of enterprise compliance with the Americans with Disabilities Act and the Rehabilitation Act and serves as the institutional Section 504 Coordinator. The Office of Equal Opportunity is responsible for investigating complaints of discrimination or harassment on the basis of disability and other protected categories in employment and service delivery and providing technical assistance to the ADA partners.

The Office of Equal Opportunity works with the offices below to promote accessibility inclusivity in service delivery and employment:

- The Office of Human Resources is responsible for approving and monitoring reasonable accommodation requests made by University personnel and applicants,

in alignment with Section 503 of the Rehabilitation Act and Title I of the Americans with Disabilities Act. Requests for work accommodation are made in writing to the Office of Human Resources, which consults with appropriate officials to consider the request. Once an accommodation is granted in the employment context, its effectiveness is periodically monitored by both the employee and the Office of Human Resources. If, at some point, the accommodation ceases to be effective in enabling the person to perform the job or is no longer deemed to be necessary (upon medical documentation), alternative accommodation is sought if appropriate.

- The Office of General Counsel is responsible for answering questions relating to legal compliance requirements in alignment with the ADA, Section 504, and any other state and federal laws that provide protections for individuals with disabilities. The General Counsel is the chief legal officer of the University and is responsible for the coordination and management of all legal issues affecting the University.
- The Office of Disability, Access, and Inclusion promotes compliance with Section 504 of the Rehabilitation Act by accepting, reviewing, and approving reasonable accommodation requests made by students in their roles as students.
- Communications and Marketing is responsible for promoting website accessibility in accordance with Title II of the Americans with Disabilities Act.
- The Facilities Group is responsible for ensuring standards for accessible design are met in accordance with Title II and Title III of the Americans with Disabilities Act.
- Transportation and Parking is responsible for working with the Office of Equal Opportunity to coordinate the response to requests made by members of the public with mobility needs. Transportation and Parking provides safe, sustainable, reliable, and cost-effective transportation and parking services that facilitate convenient access. Additionally, Transportation and Parking monitors and directs vehicles to appropriate public parking areas, including accessible spaces.
- The Office of Admission is responsible for administering reasonable accommodation requests made by individuals to support their status as University of Rhode Island applicants or prospective applicants.

Achieving full participation and integration of people with disabilities is the responsibility of all University departments, offices, and personnel and requires cooperative efforts. I, the undersigned, concur with the above-referenced policy statements and will ensure its implementation.

2. DIVERSITY OFFICERS WORKING GROUP

The University of Rhode Island does not have an official Equal Opportunity Advisory Committee. The Equal Opportunity Coordinator consults with the members of the workforce listed below.

DIVISION	NAME AND TITLE
Community, Equity, and Diversity	Vice President of Community, Equity and Diversity Assistant Vice President of Community, Equity, and Diversity
College of Arts and Sciences	Assistant Dean of Justice, Equity, Diversity and Inclusion Initiatives
College of Business	Executive Director of Inclusive Excellence and Professor
College of Engineering	Assistant Dean, Diversity, Equity, and Inclusion
College of the Environment and	Assistant Dean, Life Sciences Diversity, and Student Success Initiatives
College of Pharmacy	Clinical Assistant Professor
Department of Athletics	Associate Director for Student-Athlete Development and Inclusive Excellence
Graduate School	Associate Dean of Diversity and Academic Affairs and Associate Professor
Graduate School of Oceanography	Assistant Dean of Justice, Equity, Diversity and Inclusion Initiatives
Office of Equal Opportunity	Director*

*The Office of Equal Opportunity attends the Diversity Officers Working Group meetings in an advisory capacity to offer technical assistance and align culture and compliance. The Director is the designated civil rights compliance officer and reports to the Assistant Vice President for Enterprise Risk Management, who reports to Vice President of the Division of Administration and Finance.

Duties and Responsibilities of the Diversity Officers Working Group

During fiscal year 2025, the Diversity Officers met a total of eight (8) times. The primary objective of the meetings is to share information and advise the Vice President of Community, Equity and Diversity on University-wide policies, procedures, and initiatives that advance diversity, equity, inclusion, and civil rights compliance.

Meeting agendas are developed by Community, Equity and Diversity. Meetings took place on 08-19-2024, 10-29-2024, 11-26-2024, 12-17-2024, 01-29-2025, 02-24-2025, 04-22-2025, and 05-25-2025. Copies of available meeting agendas may be found in the Appendix, page 170.

3. DIVISION HEADS, SUPERVISORS, OFFICE OF HUMAN RESOURCES, AND PERSONNEL

The University of Rhode Island Senior Leadership consists of the President; the Vice President of Community, Equity and Diversity; the Vice President and General Counsel; the Vice President of Human Resources; The Executive Vice President of Academic Affairs and Provost; the Vice President of Administration and Finance; the Vice President of Research and Economic Development; the Vice President of Student Affairs; the Vice President of Communications and Marketing; Vice President for Advancement and the CEO of the University of Rhode Island Foundation and Alumni Engagement; the Senior Advisor and Chief of Staff to the President; and the Vice President and Director of Athletics.

Each member of the President's Executive Council provides leadership, strategic direction, policy development, and administrative oversight of their divisions. Deans, Department Chairpersons, and Directors are responsible for employees and reviewing the employment actions of individual departments to ensure that all procedures comply with the University's civil rights compliance efforts and applicable policies.

The Vice President of Community, Equity and Diversity leads the Office of Community, Equity and Diversity, and is responsible for influencing effective policy formation and collaborating with the university leadership as it relates to diversity, equity, and inclusion. The Vice President of Community, Equity and Diversity also collaborates with divisional, college, departmental diversity committees, and the Office of Equal Opportunity to ensure that the accomplishment of strategic diversity goals identified in the University's Strategic Plan are carried out in alignment with the University's civil rights compliance obligations.

The final responsibility, authority, and accountability reside with the President of the University. When sought, the Director of the Office of Equal Opportunity advises the Provost, Vice Presidents, Assistant Vice Presidents, Deans, Department Chairpersons, Diversity Officers, and Directors, on civil rights compliance topics such as Title VI and Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973 and all other applicable laws and regulations involving legally mandated affirmative action and equal opportunity.

All hiring authorities, supervisors, division heads, members of the President's senior leadership, designated employees within each college, and the civil rights enforcement officer are responsible for the successful implementation of this plan and must work with the Office of Equal Opportunity to develop goals and timetables to meet civil rights compliance goals and promote equal opportunity for all.

The Office of Human Resources will continue to collect and maintain hiring, promotion, transfer, and termination data, and will continue to make it available to the Office of Equal Opportunity for reporting to the Board of Trustees, the President, the federal government (as applicable), the Rhode Island Department of Administration Division of Equity, Diversity, and Inclusion (DEDI), and other regulatory and enforcement agencies. By policy, every division head will ensure that terminating and transferring employees receive an exit

interview form. All efforts will be documented by recording these acknowledgments in the Office of Human Resources, which disseminates the exit interview forms.

4. NON-DISCRIMINATION PROGRAM COORDINATOR

Markeisha J. Miner is the institutional diversity officer responsible for advising and informing the President and the Senior Leadership on all issues related to diversity and equity. The Vice President of Community, Equity and Diversity provides vision, leadership, coordination, strategic direction, and planning to advance the University's mission and academic strategic plan. This role is responsible for assessing community needs and working collaboratively across the campus community to address needs that enhance the experience for students, faculty, and staff. The Vice President leads the Office of Community, Equity and Diversity; supports and enhances a stronger sense of inclusion among campus community members; provides innovative, progressive leadership; and leads the University's efforts to build an environment of inclusive excellence.

Dorca P. Smalley, the Director of the Office of Equal Opportunity, is the designated civil rights compliance officer and reports to the Assistant Vice President for Enterprise Risk Management, who reports to the Vice President of Administration and Finance. The Vice President of Community, Equity and Diversity and the Vice President for Human Resources work alongside the Director of the Office of Equal Opportunity and support University leadership to identify evidence-based practices in recruitment, retention, and promotion.

5. AMERICANS WITH DISABILITIES ACT/504 OF THE REHABILITATION ACT COMPLAINT PROCEDURE

The Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973 complaint procedures are administered in accordance with the University Policy on Nondiscrimination and the supporting procedures, page 103. Per the University's Policy on Nondiscrimination, the Office of Equal Opportunity accepts, investigates, and addresses complaints of discrimination on the basis of disability in employment and service delivery. The Office of Community Standards investigates complaints in service delivery in accordance with the Division of Student Affairs Student Handbook when a student or student organization is identified as the Respondent.

All complaints under the existing Policy on Nondiscrimination must be filed within one (1) year after the last alleged discriminatory act. The University's ability to respond to complaints filed beyond this time is limited. However, complaints involving allegations of continuing unlawful discrimination, harassment, or retaliation may be thoroughly investigated, including occurrences beyond the one-year time frame, so long as the last act of alleged discrimination occurred within the prescribed filing deadline of one (1) year. Complainants have the option of choosing to file a formal or informal complaint.

The informal resolution process consists of voluntary mediation or facilitated resolution offered by the Office of Equal Opportunity. The mediation or facilitated resolution must be completed within thirty (30) calendar days of the date the complaint was filed. If the informal

resolution process does not result in a resolution within thirty (30) calendar days, and absent an extension, abeyance, or other contrary rulings by the Director of the Office of Equal Opportunity, the informal resolution process will be deemed terminated, and the complaint will be resolved pursuant to the investigation procedures. The Director of the Office of Equal Opportunity may adjust any time periods or deadlines in the investigation process that were suspended due to the informal resolution. A copy of the resolution should be kept in a file in the Office of Equal Opportunity unless the resolution specifies otherwise.

Step 1: Notifying the parties.

Step 2: Agreement to the informal process.

Step 3: Resolution or next steps

The formal resolution process consists of a formal review that involves investigating, fact-finding, determining whether sufficient credible evidence exists to support the allegation(s), and issuing written findings. The formal investigation and related proceedings, which are described below, shall provide a prompt, fair, and impartial investigation and resolution of the allegations. Respondents named in a formal complaint may write a formal response within twenty (20) calendar days of receiving notice of the complaint. After the investigation concludes, the Complainant and Respondent receive a preliminary investigation report and have three (3) business days to respond by providing additional evidence, asking questions, or challenging the information on the report. After the final investigative report is issued, the complainant and respondent may appeal the findings within ten (10) business days. All investigations conclude within ninety (90) days after the complaint is filed unless the Director of the Office of Equal Opportunity determines that more time is needed.

Step 1: Complainant's written statement.

Step 2: Acknowledging receipt of the complaint and notifying the Respondent.

Step 3: Respondent's written response.

Step 4: Investigation.

Step 5: Preliminary Investigation Report.

Step 6: Final Investigative Report.

Step 7: Appeals and actions on appeals.

Step 8: Disciplinary Action: Office of Human Resources.

Alternative means of filing a complaint are made available upon request. Individuals seeking an accommodation on the basis of disability to file a complaint may contact the Office of Equal Opportunity by emailing equalopportunity@uri.edu, or calling 401-874-4009, R.I. Relay 711. Dorca P. Smalley, the ADA/Section 504 Coordinator, will maintain the files and records relating to the complaints filed in accordance with the Procedures on Nondiscrimination and the statutory requirements guiding the function of the ADA/Section 504 Coordinator role.

6. INTERNAL AND EXTERNAL DISSEMINATION OF PLAN AND POLICY

The Equal Opportunity Program Coordinator shall distribute copies of the approved Non-Discrimination Plan to each member of the Senior Leadership, to each Dean, and the Diversity Officers. The Equal Opportunity Program Coordinator will publish a copy of the plan and applicable policies and supporting procedures on the Office of Equal Opportunity's public website. Lastly, a copy of the plan will be distributed through Rhody Today, the University's official newsletter.

The University disseminates the policy internally as follows:

- 1) The University's Policy on Nondiscrimination is published on the official University Policies website, under Administrative Policies. Links to the official policy can be found on the Office of Equal Opportunity website and in the official University Student Handbook.
- 2) All advertising will include the following text, as required under applicable civil rights law, and as outlined in the Policy on Employee Recruitment, Selection, and Hiring:

URI is unwavering in its commitment to equal opportunity, community, equity, and diversity. In furtherance of its mission to serve and support all learners as the state's public flagship university, URI continues to expand efforts to recruit and retain a broadly representative workforce as well as to regularly evaluate the effectiveness of those efforts.

All employment decisions, including hiring, are made without regard to protected status. Qualified individuals with disabilities may request a reasonable accommodation by contacting the URI benefits office at 401-874-2416. For TTY assistance, contact R.I. Relay Services at 711.

- 3) University Stationery includes the statement "*The University of Rhode Island is an equal opportunity employer committed to community, equity, and diversity.*" In addition, a statement of non-discrimination is in all areas and has been placed in University publications issued by the Publications Office since 1975.
- 4) Publications such as multi-page departmental brochures, university catalogs, booklets, smaller brochures, leaflets, and flyers produced for individual departments and programs, as well as all official departmental letterheads produced through the University Printing Services, may contain the following statement:
"URI is an equal opportunity employer."
- 5) The University includes nondiscrimination clauses in all union agreements and reviews all contractual provisions to ensure they are non-discriminatory.
- 6) The University periodically publishes articles covering equal employment opportunity programs, diversity, equity, inclusion, and civil rights topics, and offers training to employees on civil rights compliance topics and diversity and inclusion topics.

- 7) The University Non-Discrimination Plan will be posted on the Office of Equal Opportunity website to communicate the existence of the Non-Discrimination Program to employees and prospective applicants.
- 8) The policy is stated, in abbreviated form, on all State of Rhode Island application for employment (CS-14) forms.
- 9) When partnering with external search firms, the University informs all recruiting sources of its policy, stipulating that these sources actively recruit and refer applicants without regard to Protected Status.
- 10) Employers recruiting through the University of Rhode Island Office of Career Services must comply with Federal and State laws regarding equal employment.
- 11) The University incorporates the equal opportunity clause in all purchase orders, leases, contracts, etc.
- 12) University policies require all vendors and subcontractors with invoices of ten thousand dollars (\$10,000) or more to comply with all nondiscrimination clauses relative to equal employment opportunity. The University of Rhode Island further notifies said Vendors and Subcontractors that, as an entity supplying goods and/or services to the university, its organization may be subject to, and required to take action pursuant to, the following laws and accompanying regulations:
 - A. Title VII of the Civil Rights Act of 1964
 - B. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and its implementing regulations at 41 CFR 60-300.5(a)
 - C. Section 503 of the Rehabilitation Act of 1973, as amended, and its implementing regulations at 41 CFR 60- 741.5(a)
 - D. Title II of the Americans with Disabilities Act of 1990, as amended, and its implementing regulations at 28 CFR Part 35
- 13) The University of Rhode Island has requested the University Vendor Registration information be included in the letter from the Rhode Island Department of Administration Division of Equity, Diversity, and Inclusion (DEDI)/Minority Business Enterprise Compliance Office, which is distributed to any business newly approved as a Minority or Women Business Enterprise by DEDI, accordance with guidance issued by the State of Rhode Island Department of Administration.
- 14) When employees are pictured in any university or help wanted advertising, efforts are made to portray individuals who represent the diversity of the University of Rhode Island community and workforce.

7. POLICY STATEMENTS

a. POLICY ON COMPLAINTS OF ALLEGED DISCRIMINATION

The University of Rhode Island is committed to maintaining a work environment free from discrimination. Consistent with this commitment, the University prohibits all forms of illegal discrimination in all aspects of employment. The University's Office of Equal Opportunity accepts complaints from employees and applicants on the basis of race, color, creed, national or ethnic origin (including language), sex, gender identity or expression, religion, disability, age, sexual orientation, pregnancy or related condition, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic. This prohibition applies to all employment actions, including but not limited to recruiting, hiring, promotion, demotion, compensation, and benefits. The Office of Equal Opportunity accepts and investigates all complaints made under the Policy on Nondiscrimination. Individuals who believe they may have been subject to discrimination are encouraged to complete the Civil Rights Complaint Form attached on page 103 of the Appendix and to contact the Office of Equal Opportunity if assistance is required to complete the form. When it is determined that a violation of policy has occurred, the Office of Equal Opportunity shares its findings with the Office of Human Resources, which is charged with taking corrective action and sanctioning the responsible party, when necessary. The Office of Equal Opportunity and the Office of Human Resources work collaboratively with the University community to prevent the recurrence of prohibited discrimination and remedy its effects. The University's Policy on Nondiscrimination can be found on the [policies website](#). Copies may be requested by calling 401-874-4009 or by reviewing page 103 of the Appendix.

b. POLICY ON SERVICE DELIVERY

The University of Rhode Island is committed to maintaining an environment free from discrimination. Consistent with this commitment, the University will administer all programs, services, and activities, without regard to race, color, creed, national or ethnic origin (including language), sex, gender identity or expression, pregnancy or related conditions, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic. In accordance with the University Policy on Nondiscrimination and the Division of Student Affairs Student Handbook, the University prohibits students, employees, affiliates, volunteers, visitors, service recipients, program participants, and contractors (collectively, "Covered Individuals") from engaging in illegal discrimination (including discriminatory harassment). The Office of Equal Opportunity accepts and investigates all complaints made under the Policy on Nondiscrimination and promotes language access. Individuals who believe they may have been subject to discrimination are encouraged to complete the Civil Rights Complaint Form on page 103 and to contact the Office of Equal Opportunity for assistance completing the form. The University's Policy on Nondiscrimination can be found on the [policies website](#). Copies may be requested by calling 401-874-4009, or by reviewing page 103 of the Appendix.

c. POLICY STATEMENT ON CONTRACTS

The University of Rhode Island is subject to the Board of Trustees Procurement Regulations, the University Purchasing Manual, and Rhode Island General Laws §§ 28-5.1, which require all vendors to sign contracts containing an Equal Opportunity Clause. The Clause shall state that the parties agree to adhere to the provisions of all applicable laws, rules, and regulations, including Federal Executive Orders 11625, 11830, 13496, Title VII of the Civil Rights Act of 1964, Section 503 of the Rehabilitation Act, as amended and its implementing regulations at 41 CFR 60-741.5(a), and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and its implementing regulations at 41 CFR 60-300.5(a). Every effort will be made to solicit bids from broadly representative business enterprises registered as approved vendors with the Rhode Island Department of Administration, Division of Equity, Diversity, and Inclusion, consistent with governing state law, policies, and regulations. This policy is and will continue to be posted in conspicuous areas.

d. POLICY STATEMENT ON INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS, AND COVERED VETERANS

The University of Rhode Island is fully committed to employing and advancing individuals with disabilities, disabled veterans, and covered veterans in accordance with the Americans with Disabilities Act of 1990, Rhode Island General Laws § 28-5-1, Rhode Island Executive Order 92-2, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and 1 CFR Part 60-741 Subpart C.

It is the policy and practice of the University of Rhode Island to provide equal opportunity for every employee. The University encourages qualified individuals with disabilities, disabled veterans, and covered veterans to participate fully in all employment opportunities. This policy applies to all employment actions, including but not limited to recruiting, hiring, promotion, demotion, compensation, benefits, transfers, layoffs, and other conditions of employment. Accordingly, all employment decisions shall be consistent with the principles of equal employment opportunity. The University will communicate to all employees and applicants its obligation under federal law to take affirmative action to employ qualified individuals with disabilities, disabled veterans, and covered veterans, in such a way as to ensure understanding and acceptance.

The University will contact recruiting sources such as Vocational Rehabilitation Services, the Department of Human Services, and appropriate educational or training institutions to assist in recruiting qualified individuals with disabilities and covered veterans. Dorca P. Smalley of the Office of Equal Opportunity is designated as the Americans with Disabilities Act/Section 504 Coordinator for the University of Rhode Island. This entails coordination of all divisions in the implementation of all Federal rules and regulations affecting the University in terms of compliance with the mandates of Section 504 of Title V of the Rehabilitation Act of 1973.

e. COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN

The University of Rhode Island will not discriminate in employment based on religion, national origin, or ancestry, and any other protections offered under religion, national origin, or ancestry. The University will continue to fulfill requests for religious accommodation through voluntary substitutions. In response to employee requests, the University will consider the following options: flexible work schedules, changes in job assignments, transfers, and voluntary substitutions. For represented employees, religious accommodations will be in conformance with the appropriate labor agreement provisions of the bargaining union. The University will strive to fulfill requests for religious accommodation through voluntary substitutions and will not discriminate against any qualified person in any facet of hiring or employment because of their religion, national origin, or ancestry.

f. COMPLIANCE WITH SEX DISCRIMINATION IN EMPLOYMENT

Under Title VII of the Civil Rights Act of 1964, sex is defined to include pregnancy or related conditions, sexual orientation, and gender identity. In our efforts to comply with federal law, state law, and executive orders on discrimination based on sex, the University of Rhode Island will comply with the following procedures and practices:

1. Candidates will be recruited for all jobs without regard to sex, pregnancy, sexual orientation, or gender identity.
2. Advertisements will not express a preference for applicants of a particular sex or gender identity when placed for the recruitment of personnel. While sex-based discrimination is strictly prohibited under Title VII of the Civil Rights Act of 1964, sex can be a Bona Fide Occupational Qualification.
3. Written personnel policies indicate that there will be no discrimination on the basis of sex, pregnancy, sexual orientation, or gender identity.
4. No distinction based on sex, pregnancy or related condition, sexual orientation, and gender identity will be made in employment opportunities, wages, and hours of work, employee benefits, or any other condition of employment.
5. Mandatory or optional ages for retirement will be equal for both males and females and administered without regard to pregnancy status, sexual orientation, or gender identity.
6. Appropriate physical facilities will be provided. Lack of facilities will not be used to reject applicants due to the individual's sex, pregnancy status, sexual orientation, or gender identity.
7. Pregnancy leaves of absence for female employees are granted on an individual

basis, depending on an individual's physical condition, under the University's leave of absence policy. Parental leave is afforded to all employees for the purpose of child-raising in accordance with Personnel Rule 5.0661 (d) and State and Federal Family and Medical Leave Act provisions. Pregnancy leave will be administered in accordance with the Pregnant Workers Fairness Act and the applicable Title IX regulations.

8. Where seniority lists or lines of progression are used, they shall not be based on an employee's sex, pregnancy status, sexual orientation, or gender identity.
9. Salaries and wage schedules will not be based on an employee's sex, pregnancy status, sexual orientation, or gender identity.
10. Women will have equal opportunity to participate in training programs sponsored by the University.
11. The University recognizes its obligation to provide a work atmosphere free of harassment and intimidation. Any forms of sexual harassment, such as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, will not be tolerated. Violations of this policy will be handled appropriately as part of the University's disciplinary procedures in accordance with the Policy on Sexual Misconduct, when Title IX jurisdiction is determined, and the Policy on Nondiscrimination, when Title VII jurisdiction is determined.

g. PROHIBITION AGAINST RETALIATION

The University of Rhode Island will address all complaints of retaliation accordingly and prohibits discrimination through the use of retaliation, coercion, intimidation, threats, or other such actions. An employee or agent of State Government who shall discriminate against an individual because such individual has opposed any act made unlawful under the Americans with Disabilities Act of 1990, Rhode Island General Laws §§ 28-5-1, et seq., 28-50-3, or any rules and regulations issued pursuant to either, shall be subject to disciplinary action. Said action may include suspension from employment or dismissal where the discrimination is found to be willful or repeated. No adverse action shall be taken against any individual for exercising their rights or responsibilities under any provision of law or the University's policies or procedures.

PART C

PROGRAM STATISTICS

Workforce data reported in this section reflects employment activities that took place between July 1, 2024, and June 30, 2025 (FY2025). A screenshot of each chart has been included in Section C, in alignment with the guidelines issued by the Rhode Island Department of Administration, Division of Equity, Diversity, and Inclusion (DEDI). To request copies of any of the charts presented here, please email equalopportunity@uri.edu. Readers are encouraged to review part D, "Identification and Analysis of Growth Areas," to learn more about how the impact of the data presented.

Every staff member at the University of Rhode Island is evaluated for employment on individual merit. This report, which reflects our efforts to track the results of our commitment to providing equitable access to employment at Rhode Island's only public university, was prepared pursuant to governing state law and reflects the composition of employed staff, not consideration of any aspect of identity in the hiring process.

APPLICANTS & HIRES BY EEO JOB CATEGORY**

AGENCY: University of Rhode Island

DATE: July 1, 2024-June 30, 2025

TOTAL APPLICANTS	MALE						
	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)

FEMALE						
BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)

**DISABLED	VETERANS
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APPLICANTS								
OFFICIALS/ADMINISTRATORS	426	29	6	45	0	198	0	20
PROFESSIONALS	4,356	182	97	411	3	1142	3	120
TECHNICIANS	182	2	11	13	2	98	1	8
FACULTY	2,253	105	32	732	0	494	0	52
PROTECTIVE SERVICES	61	6	2	0	0	36	0	4
PARA-PROFESSIONALS	99	4	3	33	0	34	0	8
ADMINISTRATIVE SUPPORT	283	6	6	12	0	52	0	13
SKILLED CRAFT	1	0	0	0	0	1	0	0
SERVICE/MAINTENANCE	474	11	11	27	9	165	3	27
TOTAL	8,135	345	168	1273	14	2,220	7	252

12	5	11	1	88	0	11
129	87	272	4	1754	5	147
1	2	2	1	33	0	8
48	24	313	6	397	1	49
1	1	0	0	8	1	2
2	0	5	0	10	0	0
2	12	10	2	160	0	8
0	0	0	0	0	0	0
17	2	17	0	183	0	2
212	133	630	14	2,633	7	227

36	18
368	87
21	5
143	15
2	2
10	3
41	1
0	0
50	2
671	133

HIRES								
OFFICIALS/ADMINISTRATORS	4	0	0	1	0	0	0	0
PROFESSIONALS	162	3	2	8	0	48	0	0
TECHNICIANS	7	0	0	0	0	4	0	0
FACULTY	18	0	0	3	0	5	0	0
PROTECTIVE SERVICES	4	0	0	0	0	3	0	0
PARA-PROFESSIONALS	5	1	0	0	0	1	0	0
ADMINISTRATIVE SUPPORT	22	1	0	0	0	1	0	0
SKILLED CRAFT	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	60	2	2	1	0	28	0	0
TOTAL	282	7	4	13	0	90	0	0

0	0	0	0	3	0	0
4	3	13	0	79	2	0
0	0	0	0	3	0	0
0	0	1	0	9	0	0
0	0	0	0	0	1	0
0	0	0	0	3	0	0
1	2	1	1	15	0	0
0	0	0	0	0	0	0
0	3	0	0	24	0	0
5	8	15	1	136	3	0

0	0
7	1
0	0
0	0
0	0
0	0
0	0
0	0
0	0
7	1

* Not Hispanic or Latino
 ** *Based on applicant and employee self-identification

PROMOTIONS & TERMINATIONS BY EEO JOB CATEGORY**

AGENCY: University of Rhode Island

DATE: July 1, 2024-June 30, 2025

TOTAL APPLICANTS	MALE						
	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)

FEMALE						
BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)

**DISABLED	VETERANS
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PROMOTIONS								
OFFICIALS/ADMINISTRATORS	1	0	0	0	0	0	0	0
PROFESSIONALS	54	1	1	0	0	12	0	0
TECHNICIANS	1	0	0	0	0	0	0	0
FACULTY	63	3	1	5	0	13	0	0
PROTECTIVE SERVICES	5	0	0	0	0	5	0	0
PARA-PROFESSIONALS	7	0	0	0	0	6	0	0
ADMINISTRATIVE SUPPORT	12	0	0	1	0	0	0	0
SKILLED CRAFT	1	0	0	0	0	1	0	0
SERVICE/MAINTENANCE	14	1	0	1	0	8	0	0
TOTAL	158	5	2	7	0	45	0	0

0	0	1	0	0	0	0
3	3	2	0	32	0	0
0	0	0	0	1	0	0
2	0	7	0	32	0	0
0	0	0	0	0	0	0
0	0	0	0	1	0	0
0	0	1	0	10	0	0
0	0	0	0	0	0	0
1	0	0	0	3	0	0
6	3	11	0	79	0	0

0	0
2	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
2	0

TERMINATIONS								
OFFICIALS/ADMINISTRATORS	10	0	0	0	0	3	0	0
PROFESSIONALS	113	3	3	3	0	35	0	0
TECHNICIANS	3	0	0	0	0	2	0	0
FACULTY	34	0	0	4	0	11	0	0
PROTECTIVE SERVICES	1	0	0	0	0	1	0	0
PARA-PROFESSIONALS	5	0	0	0	0	1	0	0
ADMINISTRATIVE SUPPORT	24	0	0	1	0	2	0	0
SKILLED CRAFT	1	0	0	0	0	1	0	0
SERVICE/MAINTENANCE	57	1	1	1	1	32	1	0
TOTAL	248	4	4	9	1	88	1	0

0	0	0	1	6	0	0
0	1	6	0	62	0	0
1	0	0	0	0	0	0
1	1	2	1	14	0	0
0	0	0	0	0	0	0
0	0	0	0	4	0	0
0	0	1	0	20	0	0
0	0	0	0	0	0	0
2	0	0	0	18	0	0
4	2	9	2	124	0	0

1	1
4	1
0	0
0	1
0	0
0	0
0	1
0	0
1	1
6	5

* Not Hispanic or Latino

** Based on applicant and employee self-identification

APPLICANT REFUSAL OF POSITIONS OFFERED

EEO Job Categories	Total Applicants	Number Disabled	Number Veterans	Number Minority	Number Female	Male														Female																	
						1 Black	%	2 Hispanic or Latino	%	3 AI/AN	%	4 Asian	%	5 White	%	6 NH/OPI	%	7 Two or More Races	%	1 Black	%	2 Hispanic or Latino	%	3 AI/AN	%	4 Asian	%	5 White	%	6 NH/OPI	%	7 Two or More Races	%				
Officials/ Managers Administrators	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professionals	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Technicians	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	1	0	0	0	0	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Para-Professionals	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Skilled Craft	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Service Maintenance	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Totals	1	0	0	0	0	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Out of 3 total records, two (66%) individuals declined to designate their sex or to provide race/ethnicity information. These records were omitted from this chart as they did not meet the reporting standard.

Total Percent:
 Minority: 0.0%
 Female: 0.0%
 Disabled: 0.0%
 Veterans: 0.0%

- Race/Ethnicity Description:**
- 1 Black or African American (Not Hispanic or Latino)
 - 2 Hispanic or Latino
 - 3 American Indian or Alaska Native (Not Hispanic or Latino)
 - 4 Asian (Not Hispanic or Latino)
 - 5 White (Not Hispanic or Latino)
 - 6 Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)
 - 7 Two or More Races (Not Hispanic or Latino)

**STATISTICAL SUMMARY OF
EXISTING WORKFORCE & JOB GROUP ANALYSIS
AS OF 6/30/2025**

Workforce												
EEO-4 Job Categories	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK OR AFRICAN AMERICAN (NHL)	HISPANIC OR LATINO	ASIAN (NHL)	ALBEC IN RES AND ALASKAN NATIVE (NHL)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL)	TWO OR MORE RACES (NHL)
Officials/ Managers Administrators	70	25	10	40	2	5	5	1	4	0	0	0
Professionals	1149	335	178	728	32	15	45	47	68	2	2	14
Faculty	810	284	217	413	21	8	28	38	144	3	0	4
Technicians	63	38	3	23	5	1	1	1	1	0	0	0
Protective Services	35	27	4	5	1	5	1	2	0	0	1	0
Para-Professionals	54	14	2	38	0	0	1	0	0	0	0	1
Administrative Support	225	13	25	208	13	0	5	9	4	4	0	3
Skilled Craft	26	25	0	1	0	0	0	0	0	0	0	0
Service Maintenance	432	180	55	230	8	7	11	18	20	8	0	2
Total Employees	2864	941	494	1676	82	39	97	114	241	15	3	24

EEO Job Categories	Total Employees	Total Minorities	%	Male														Female													
				1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NHOP (NHL)	7 Two or More Races	1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NHOP (NHL)	7 Two or More Races														
Officials/Managers, Administrators	70	10	14%	2	3%	0	0%	0	0%	3	4%	15	36%	0	0%	0	0%	3	4%	1	1%	0	0%	1	1%	35	50%	0	0%	0	0%
Professionals	1149	178	15%	30	3%	15	1%	1	0%	35	3%	335	29%	0	0%	4	0%	15	1%	31	3%	1	0%	33	3%	636	55%	2	0%	10	1%
Faculty	810	217	27%	12	1%	18	2%	2	0%	81	10%	284	35%	0	0%	0	0%	16	2%	20	2%	1	0%	63	8%	309	38%	0	0%	4	0%
Technicians	63	3	5%	0	0%	1	2%	0	0%	1	2%	38	60%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	22	35%	0	0%	0	0%
Protective Services	35	4	11%	1	3%	2	6%	0	0%	0	0%	27	77%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	11%	1	3%	0	0%
Para-Professionals	54	2	4%	1	2%	0	0%	0	0%	0	0%	14	26%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	38	70%	0	0%	0	0%
Administrative Support	225	25	11%	1	0%	1	0%	0	0%	2	1%	13	6%	0	0%	0	0%	4	2%	8	4%	4	2%	2	1%	187	83%	0	0%	3	1%
Skilled Craft	26	0	0%	0	0%	0	0%	0	0%	0	0%	25	96%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%
Service Maintenance	432	55	13%	10	2%	6	1%	5	1%	9	2%	180	42%	0	0%	2	0%	1	0%	10	2%	1	0%	11	3%	197	46%	0	0%	0	0%
GRAND TOTAL	2864	494	17%	57	2%	44	2%	8	0%	131	5%	941	33%	0	0%	7	0%	40	1%	70	2%	7	0%	110	4%	1429	50%	3	0%	17	1%

NOTE: NHL means Not Hispanic or Latino

EEO JOB Category: Officials Managers & Administrators

DATE: July 1, 2024-June 30, 2025

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	Male							Female						
					1 Black (NHL)	2 Hispanic of Latin	3 Asian (NHL)	4 Asian (NHL)	5 NHLS (NHL)	6 M/OPI (NHL)	7 Two or More Races (NHL)	1 Black (NHL)	2 Hispanic of Latin	3 Asian (NHL)	4 Asian (NHL)	5 NHLS (NHL)	6 M/OPI (NHL)	7 Two or More Races (NHL)
Asstnt Vice Pres, Facilities	20	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Asstnt Vice Pres, Public Safety	18	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Asstnt VP, Student Engage Dir MIU	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Chief Info Officer	19	1	1	100%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Assoc Controller	17	2	0	0%	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Assoc Dean for Teach Ed, CEPS	17	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Dean, Arts & Sciences	18	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dean, Business Adm	19	2	0	0%	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Assoc Dean, Coll of Ed & Prof Stud	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Dean, Engr/Research	19	1	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assoc Dean, GSO Acad Stu Aff	18	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dean, GSO Research	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Dean, Nursing Undergrad	17	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Dean, Pharm Research G E	18	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dean, Pharmacy	19	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Dean, CELS/Ext & Agr/Prgrm	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Vice Pres Res Init Devel	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Vice Pres Research Admin	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Assoc Vice Provost, ATL	17	1	1	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Enroll Mgt & Student	20	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc VP, Financial Strat Plan	20	1	0	0%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dean, Coll of HealthSci	18	2	0	0%	1	0	0	0	1	0	0	0	0	0	1	0	0	0

University Psychologist Co Ocr	14	2	1	50%	1	30	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0
Web Designer - Frontend	12	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Web Developer	12	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Workday Program Director	16	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Writer	10	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
SUBTOTAL		1149	178	15%	421	30	16	1	35	335	0	4	726	15	31	1	33	636	2	10					

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	TOTAL MALE					TOTAL FEMALE										
					1	2	3	4	5	6	7	1	2	3	4	5	6	7		
					Black (NPL)	Hispanic or Latino (NPL)	Asian (NPL)	White (NPL)	NHCP/ (NPL)	Black (NPL)	Hispanic or Latino (NPL)	Asian (NPL)	White (NPL)	NHCP/ (NPL)	Black (NPL)	Hispanic or Latino (NPL)	Asian (NPL)	White (NPL)	NHCP/ (NPL)	
Animal Techn	3	2	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Document & Imaging Center Tech	13	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Education Tech Support Spec I	10	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Electronic Digital Technician	20	2	0	0%	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Human Resource Technician	22	3	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Information Sys Tech II	20	4	1	25%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Information Technologist	10	13	2	15%	0	1	0	1	8	0	0	0	0	0	0	0	0	0	0	0
Lab Techn II	11	2	0	0%	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Network Technician II	10	2	0	0%	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Network Technician III	12	2	0	0%	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Network Technician IV	14	3	0	0%	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Physical Security Technician	9	4	0	0%	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Ships Techn III	12	2	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Ships Technician IV	13	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ships Technician V	14	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simulation Technician	7	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tech I	7	7	0	0%	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Tech II, Env/Mgmt Controls Sys	11	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Tech II, Tech Products Theatre	9	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Tech III	11	3	0	0%	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Tech, Civil Engineering Lab	9	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tech, Env/Mgmt Controls Sys	10	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Tech, Fire & Life Safety	9	2	0	0%	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Technician II, Lock Shop	11	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Technician, ATC	3	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technologist, Imaging Sys	9	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL		63	3	5%	0	1	0	1	38	0	0	1	0	0	1	0	0	0	0	0

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	Male							Female							
					1 Black (NCL)	2 Hispanic or Latino	3 Asian (NCL)	4 Asian (NCL)	5 White (NCL)	6 NH/PI (NCL)	7 Two or More Races (NCL)	TOTAL MALE	1 Black (NCL)	2 Hispanic or Latino	3 Asian (NCL)	4 Asian (NCL)	5 White (NCL)	6 NH/PI (NCL)	7 Two or More Races (NCL)
Assistant Professor	99	164	68	41%	3	5	1	27	44	0	0	84	6	7	0	18	52	0	1
Assistant Professor Clinical	99	18	2	11%	1	0	0	0	1	0	16	1	0	0	0	15	0	0	
Assistant Professor Librarian	99	1	1	100%	0	0	0	0	0	0	1	0	0	1	0	0	0	0	
Assistant Professor Research	99	10	5	50%	0	0	0	4	2	0	4	0	0	0	1	3	0	0	
Assistant Professor Visiting	99	4	3	75%	1	1	0	0	0	0	2	1	0	0	0	1	0	0	
Assistant Teaching Professor	99	45	11	24%	0	1	1	2	10	0	31	2	0	0	4	24	0	1	
Associate Professor	99	159	54	34%	5	4	0	18	53	0	79	4	2	0	19	52	0	2	
Associate Professor Clinical	99	20	0	0%	0	0	0	0	6	0	14	0	0	0	0	14	0	0	
Associate Professor Research	99	4	0	0%	0	0	0	0	3	0	1	0	0	0	0	1	0	0	
Associate Professor/Dept Chair	99	9	1	11%	0	0	0	0	6	0	3	0	0	0	1	2	0	0	
Associate Teaching Professor	99	72	11	15%	0	1	0	1	23	0	47	0	2	0	7	38	0	0	
Distinguished Univ Professor	99	1	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
Instructor	99	1	0	0%	0	0	0	0	0	0	1	0	0	0	0	1	0	0	
Lecturer (Temporary)	99	14	2	14%	0	0	0	0	5	0	9	0	2	0	0	7	0	0	
Professor	99	192	48	25%	1	5	0	27	89	0	70	1	5	1	8	55	0	0	
Professor Clinical	99	11	1	9%	0	0	0	0	2	0	9	0	1	0	0	8	0	0	
Professor Librarian	99	4	0	0%	0	0	0	0	1	0	3	0	0	0	0	3	0	0	
Professor Librarian/Dept Chair	99	1	0	0%	0	0	0	0	0	0	1	0	0	0	0	1	0	0	
Professor Research	99	8	1	13%	0	0	0	1	4	0	3	0	0	0	0	3	0	0	
Professor, Clinical/Dept Chair	99	1	0	0%	0	0	0	0	0	0	1	0	0	0	0	1	0	0	
Professor/Dept Chair	99	30	4	13%	1	0	0	0	17	0	12	1	0	0	2	9	0	0	
Teaching Professor	99	39	5	13%	0	1	0	1	16	0	21	0	0	0	3	18	0	0	
Teaching Professor/Dept Chair	99	2	0	0%	0	0	0	0	1	0	1	0	0	0	0	1	0	0	
SUBTOTAL		810	217	27%	12	18	2	81	284	0	413	16	20	1	63	309	0	4	

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	Male							Female										
					TOTAL MALE	1 Black (NL)	2 Hispanic or Latino	3 AIAN (NL)	4 Asian (NL)	5 White (NL)	6 NH/PI (NL)	7 Two or More Races (NL)	TOTAL FEMALE	1 Black (NL)	2 Hispanic or Latino	3 AIAN (NL)	4 Asian (NL)	5 White (NL)	6 NH/PI (NL)	7 Two or More Races (NL)		
Campus Patrol Person	15	14	1	7%	12	0	1	0	0	0	11	0	0	0	0	2	0	0	0	0	0	0
Detective, University Police	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Fire/Burglar Alarm Tech (URI)	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Public Safety Dispatcher (URI)	16	1	1	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Ram Van Driver	2	1	1	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ Deputy Police Chief Admin	14	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
University Deputy Police Chief	14	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
University Police Corporal	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
University Police Lieutenant	12	3	0	0%	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
University Police Officer II	10	3	0	0%	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
University Police Officer III	10	7	1	14%	7	1	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0
Warehouse Worker	11	1	0	0%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
SUBTOTAL		35	4	11%	30	1	2	0	0	27	0	0	0	0	5	0	0	0	0	4	1	0

EEO Job Category: Para-Professionals DATE: July 1, 2024-June 30, 2025

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MICROBES	%	Male							Female							
					TOTAL MALE	1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NH/PI (NHL)	7 Two or More Races (NHL)	TOTAL FEMALE	1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NH/PI (NHL)
Asstnt Dir, Support Services Building and Grounds Officer	12	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Capt, Small Boats	28	4	0	0%	4	0	0	0	0	4	0	0	0	0	0	0	0	0	0
Community Nutrition Assistant	10	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Community Nutrition Assistant	25	2	1	0%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Community Nutrition Asst II	28	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Composer	12	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Coord, Alarms	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Coord, Food Service Systems	10	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Food Service Administrator	22	7	0	0%	4	0	0	0	0	4	0	0	0	0	0	0	0	0	0
Licensed Practical Nurse	17	2	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Manager, Energy/Facilities Ops	13	1	1	0%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Assistant	20	3	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mgr, Energy/Mgmt Cntrl Sys	12	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Mgr, Dglt Imaging and othr Sys	28	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Scientific Research Grant Asst	16	15	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Senior Scientif Res Grant Asst	19	11	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sr Food Service Administrator	28	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL		54	2	0%	16	1	0	0	0	14	0	0	0	0	14	0	0	0	0

EEO-JOB Category Skilled Craft

DATE

July 1, 2024-June 30, 2025

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	Male							Female						
					TOTAL MALE	1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NH/PI (NHL)	7 Two or More Races (NHL)	TOTAL FEMALE	1 Black (NHL)	2 Hispanic or Latino	3 AIAN (NHL)	4 Asian (NHL)	5 White (NHL)
Carpenter	14	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Electrician	16	9	0	0%	9	0	0	0	0	9	0	0	0	0	0	0	0	0
Licensed Steamfitter	15	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Locksmith I	15	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Locksmith II	20	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Mason	14	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Painter	14	6	0	0%	5	0	0	0	0	5	0	0	0	0	1	0	0	0
Plumber	16	6	0	0%	6	0	0	0	0	6	0	0	0	0	0	0	0	0
SUBTOTAL		26	0	0%	25	0	0	0	0	25	0	0	0	0	1	0	0	0

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL REGISTERED	%	TOTAL HALL							TOTAL REGISTERED	Furniture													
					1	2	3	4	5	6	7		8	9	10	11	12	13	14	15	16	17				
AB Stairman, RV Enclosure	2	2	0	0%	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asst Bldg & Grounds Officer	24	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bosun/RV Enclosure	3	2	0	0%	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Building Superintendent	18	11	0	0%	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Building Systems Technician	17	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central Mail Room Clerk	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief of Constr & Maint Opns	28	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief of Moby Pod & Maint	26	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cook	12	19	3	16%	15	0	0	0	2	12	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Cook's Helper	9	90	15	17%	28	3	1	2	2	20	0	62	1	1	0	5	55	0	0	0	0	0	0	0	0	0
Diesel Truck & HW Equip Maint	18	4	0	0%	4	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Supervisor	20	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Food Service Aide	8	10	0	0%	4	0	0	0	0	4	0	6	0	0	0	0	6	0	0	0	0	0	0	0	0	0
Food Service Supervisor	14	6	0	0%	1	0	0	0	0	1	0	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0
Housekeeper	10	167	24	14%	69	4	5	1	3	56	0	98	0	6	1	4	87	0	0	0	0	0	0	0	0	0
Labor Supervisor	13	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Superintendent	22	4	1	25%	4	0	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Util Fleet Operations	13	1	0	0%	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Mech/Elec Shop Super	26	5	1	20%	5	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Messman	1	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mobor Equipment Operator	11	2	1	50%	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plumber/Steam/Water Treat Oper	22	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Principal Cook	18	6	0	0%	4	0	0	0	0	4	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Principal Janitor	15	6	1	17%	2	0	0	0	0	2	0	4	0	1	0	0	3	0	0	0	0	0	0	0	0	0
Prop Chair & Supply Officer	17	5	0	0%	2	0	0	0	0	2	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0
OMED	0	1	0	0%	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Semi Skilled Laborer	10	4	0	0%	4	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Baker	15	3	0	0%	0	0	0	0	0	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0
Senior Cook	15	3	0	0%	2	0	0	0	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Senior Food Ser Aide	13	5	2	40%	0	0	0	0	0	0	0	5	0	0	0	2	3	0	0	0	0	0	0	0	0	0
Senior Janitor	12	31	3	10%	18	1	0	0	1	16	0	13	0	1	0	0	12	0	0	0	0	0	0	0	0	0
Senior Maintenance Technician	14	14	0	0%	14	0	0	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Stores Clerk	11	2	0	0%	1	0	0	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Storekeeper	15	10	2	20%	9	1	0	1	0	7	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Sup of Prio Plaz, Messy & Gtz	23	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
University Police Sergeant	11	4	2	50%	3	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Warehouse Supervisor	19	3	0	0%	2	0	0	0	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Wpse/Ordinary Seaman	2	2	0	0%	0	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0
SUBTOTAL		432	55	13%	212	10	6	5	9	180	0	220	1	10	1	11	197	0	0	0	0	0	0	0	0	0

EEO JOB Category: Protective Services

DATE:

July 1, 2023-June 30, 2024

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	TOTAL MALE	Male							TOTAL FEMALE	Female						
						1	2	3	4	5	6	7		1	2	3	4	5	6	7
						Black (NHL)	Hispanic or Latino	A/AN (NHL)	Asian (NHL)	White (NHL)	NI/OCI (NHL)	Two or More Races (NHL)	Black (NHL)	Hispanic or Latino	A/AN (NHL)	Asian (NHL)	White (NHL)	NI/OCI (NHL)	Two or More Races (NHL)	
Admin Univ Police Captain	13	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
Campus Patrol Person	15	14	1	7%	12	0	1	0	0	11	0	0	0	0	0	0	2	0	0	
Detective, University Police	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
Fire/Burglar Alarm Tech (URI)	18	1	0	0%	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	
Public Safety Dispatcher (URI)	16	4	0	0%	1	0	0	0	0	1	0	0	3	0	0	0	3	0	0	
Ram Van Driver	2	1	1	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
University Deputy Police Chief	14	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
University Police Corporal	11	1	0	0%	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
University Police Lieutenant	12	3	0	0%	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	
University Police Officer II	10	3	1	33%	3	0	1	0	0	2	0	0	0	0	0	0	0	0	0	
University Police Officer III	10	5	1	20%	5	1	0	0	0	4	0	0	0	0	0	0	0	0	0	
SUBTOTAL		35	4	11%	29	1	3	0	0	25	0	0	6	0	0	0	6	0	0	

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	%	Male							Female											
					1 Black (NHL)	2 Hispanic or Latino (NHL)	3 AI/AN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NHQPI (NHL)	7 Two or More Races (NHL)	TOTAL MALE	1 Black (NHL)	2 Hispanic or Latino (NHL)	3 AI/AN (NHL)	4 Asian (NHL)	5 White (NHL)	6 NHQPI (NHL)	7 Two or More Races (NHL)	TOTAL FEMALE			
Admin Asst III	6	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Asst Administrative Officer	21	5	1	20%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Coord. Facilities Services	7	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Coord. Hlth Svs /Admin Svs	7	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Data Control Clerk	15	2	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Enrollment Svs Representative	15	15	2	13%	1	0	0	1	0	0	0	0	0	0	0	0	14	0	0				
Executive Assistant I	7	18	4	22%	0	0	0	0	0	0	0	0	0	0	0	0	18	0	0				
Executive Assistant II	8	12	2	17%	0	0	0	0	0	0	0	0	0	0	0	0	12	0	1				
Fiscal Clerk	14	25	3	12%	0	1	0	1	1	0	0	0	0	0	0	0	22	0	0				
Health Unit Clerk	15	8	1	13%	0	0	0	0	0	0	0	0	0	0	0	0	8	0	1				
Higher Ed Admin Asst I	12	13	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	13	0	0				
Higher Ed Admin Asst II	15	55	2	4%	0	0	0	1	6	0	0	0	0	0	0	0	48	0	0				
Higher Ed Fin Off Presud Clk	17	16	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	15	0	0				
Higher Ed Pysl Off Presud Clk	17	6	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0				
Information Aide	15	9	1	11%	0	0	0	0	0	0	0	0	0	0	0	0	9	0	0				
Information Svs Tech I	16	16	0	0%	0	0	0	0	3	0	0	0	0	0	0	0	13	0	0				
Legal Assistant	9	2	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0				
Medical Records Codr/Abstrctr	18	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
Personnel Aide	19	3	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0				
Principal Clerk Stenographer	13	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
Senior Clerk Stenographer	10	1	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
Sr Enrollment Svs Representative	16	6	3	50%	1	0	0	0	1	0	0	0	0	0	0	0	5	0	2				
Sr Reconciliation Clerk	14	2	0	0%	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0				
Sr Word Processing Typist	12	21	3	14%	0	0	0	0	2	0	0	0	0	0	0	0	19	1	1				
Staff Assistant to President	10	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
Supervising Pre Audit Clerk	21	1	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
SUBTOTAL		242	23	10%	19	0	1	0	3	15	0	0	0	0	0	223	3	6	3	2	204	0	5

**PART D: AGENCY DATA OVERVIEW AND
IDENTIFICATION AND ANALYSIS OF GROWTH AREAS**

INTRODUCTION

This Non-Discrimination Plan supports the University's mission to advance practices that help to foster a people-centered culture. The workforce data reported in the subsequent section represents cross-sectional data, collected at one point in time. Data for fiscal year 2025 represents the workforce of the University of Rhode Island (or "University") as of June 30, 2025. Personally identifiable information has been removed to ensure confidentiality.

When making comparisons, the Office of Equal Opportunity will use the term "labor force" to refer to individuals employed or actively seeking employment. The term "workforce" refers to the University of Rhode Island personnel. The Workforce Representation Analysis section will assess the University's workforce and will make comparisons between the University's workforce and:

- The Rhode Island labor force, as reported in the following census reports:
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population.
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2022.
- The United States labor force, as reported in the following census reports:
 - U.S. Census Bureau, U.S. Department of Commerce. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2023.
- The Rhode Island population, as reported in the following census reports:
 - U.S. Census Bureau. "Age and Sex." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S0101, 2022.
 - U.S. Census Bureau. "Hispanic or Latino, and Not Hispanic or Latino by Race." *Decennial Census, 118th Congressional District Summary File*, Table P9, 2020.
- The United States population, as reported in the following census reports:
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2022.
- The U.S. Census Bureau Occupational Title Chart:
 - U.S. Census Bureau. "EEO 1R. Detailed Census Occupation By Sex and Race/Ethnicity For Residence Geography." *American Community Survey, ACS 5-Year Estimates Equal Employment Opportunity*.

It is important to recognize the differences among the data sources listed above. Per the U.S. Census Bureau: "Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties."

Population percentages produced by ACS and the U.S. Census Bureau include data for all Rhode Island and United States residents, regardless of their status in the labor force. Labor force estimates produced by the QuickFacts division of the U.S. Census Bureau

provide an estimate of representation in the labor force and exclude individuals under the age of 16 and those who are retired.

This Non-Discrimination Plan was developed following guidance from the Rhode Island Department of Administration and meets the reporting requirements established in accordance with Rhode Island General Laws §§ 28-5.1-1 to -17 and other applicable local, state, or federal laws, rules, or regulations. Definitions used are consistent with those used by enforcement agencies.

Non-Discrimination Plans are important for Rhode Island state government because they help ensure equal employment opportunities, diversity, and compliance with federal and state requirements. Well-designed non-discrimination plans also support the long-term goals and values of the agency. The purpose of this Non-Discrimination Plan is to reaffirm our commitment to ensuring equal employment opportunities for all applicants and employees.

I. SELF-EVALUATION AND WORKFORCE REPRESENTATION ANALYSIS

STANDARDS FOR MAINTAINING, COLLECTING, AND PRESENTING RACIAL AND ETHNIC DATA

The Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity have established the following reporting categories for data on race and ethnicity: (1) Black or African American; (2) Hispanic or Latino; (3) American Indian or Alaska Native; (4) Asian; (5) White; (6) Native Hawaiian or Other Pacific Islander; (7) Two or More Races.

The Office of Equal Opportunity recognizes that while it must comply with existing standards, defining race and ethnicity using these limiting categories does not capture the diversity of the University's workforce. Overrepresentation and underrepresentation statistics introduced in this section are not to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden. These statistics are intended to raise awareness regarding the overall labor force and population availability.

-- ***Black or African American***. A person having origins in any of the black racial groups of Africa.

-- ***Hispanic or Latino***. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

-- ***American Indian or Alaska Native***. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

-- ***Asian***. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

-- ***White***. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

-- ***Native Hawaiian or Other Pacific Islander***. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

-- ***Two or More Races***. (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

WORKFORCE COMPOSITION: RACIAL AND ETHNIC DATA

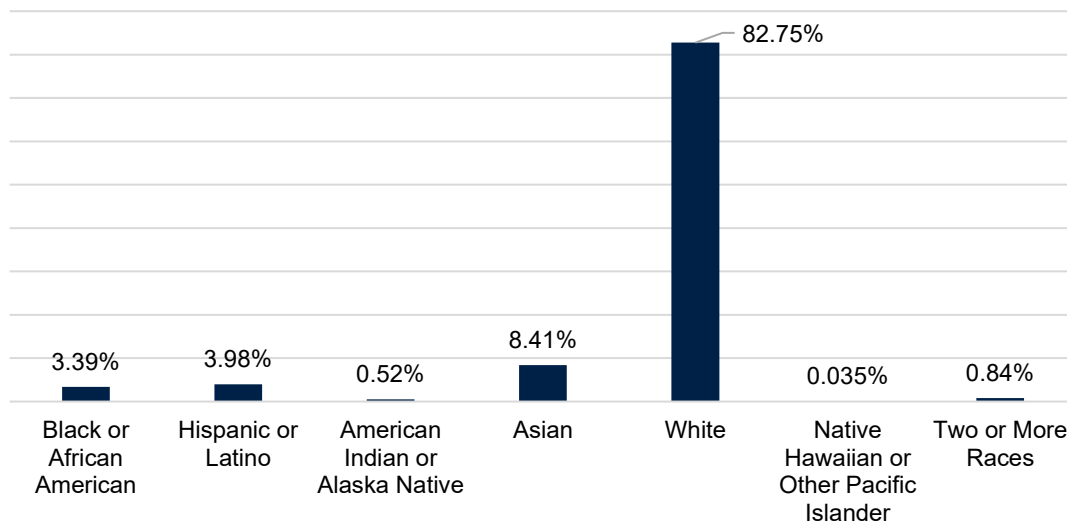
As of June 30, 2025, the University of Rhode Island had a total of 2,885 staff and faculty, of whom 2,864 provided racial or ethnic data (99.27%). A total of 494 employees identified as members of minority groups (17.25%), showing an increase from June 30, 2024, where 15.84% employees identified as members of minority groups.

A total of 23 individuals did not provide racial or ethnic data (0.80%). Of these 23, one (1) individual reported racial or ethnic data but did not identify as male or female. Two (2) individuals did not identify as male or female or provide racial/ethnic data. In alignment with reporting requirements, individuals who did not provide racial or ethnic data or identify as male or female have been excluded from the report unless otherwise indicated.

Of 2,885 members of the workforce, a total of 2,864 (faculty and staff) provided racial and ethnic data and identified as male or female. Those who met the reporting requirements by voluntarily self-reporting their racial and ethnic data, and identifying as male or female, were reported in the Job Group Analysis, and identified as follows:

- A total of 97 employees identified as Black or African American (3.39%).
- A total of 114 employees identified as Hispanic or Latino (3.98%).
- A total of 15 employees identified as American Indian or Alaska Native (0.52%).
- A total of 241 employees identified as Asian (8.41%).
- A total of 2,370 employees identified as White (82.75%).
- A total of 3 employees identified as Native Hawaiian or Other Pacific Islander (0.10%).
- A total of 24 employees identified as Two or More Races (0.84%).

Faculty and Staff by Race and Ethnicity

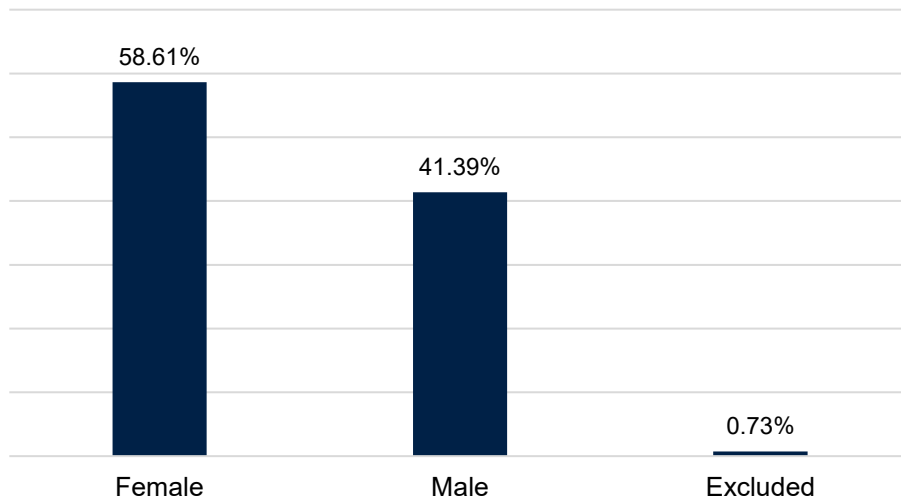


WORKFORCE COMPOSITION: SEX

The standard for sex reporting is male or female. For the purposes of this report, sex was defined as biological sex as required by federal and state enforcement agencies. Sex is reported independently of racial/ethnic data.

Of 2,885 employees, a total of 1,691 employees (faculty and staff) identified as female (58.61%), 1,194 as male (41.39%). Those who did not self-identify as male or female were excluded from the report (n=2).

Faculty and Staff by Sex



The subsequent charts provide insights into representation in the workforce and identify trends that may inform initiatives to improve the representation of individuals of all backgrounds.

WORKFORCE REPRESENTATION ANALYSIS: FACULTY AND STAFF

The next section compares the University's workforce to the R.I. population, the U.S. population, the R.I. workforce, and the U.S. workforce. The Office of Equal Opportunity has limited comparisons to race and ethnicity measures, which is the approach historically followed by the U.S. Census followed in the most recent decennial census, and it is the standard followed in alignment with Statistical Policy No.15.

Per the U.S. Census Bureau:

In the past, the Census Bureau had sometimes used the concepts of "majority" and "minority" for measuring diversity, but this approach has several conceptual and practical challenges that limit its ability to illustrate the complex racial and ethnic diversity of the U.S. population.

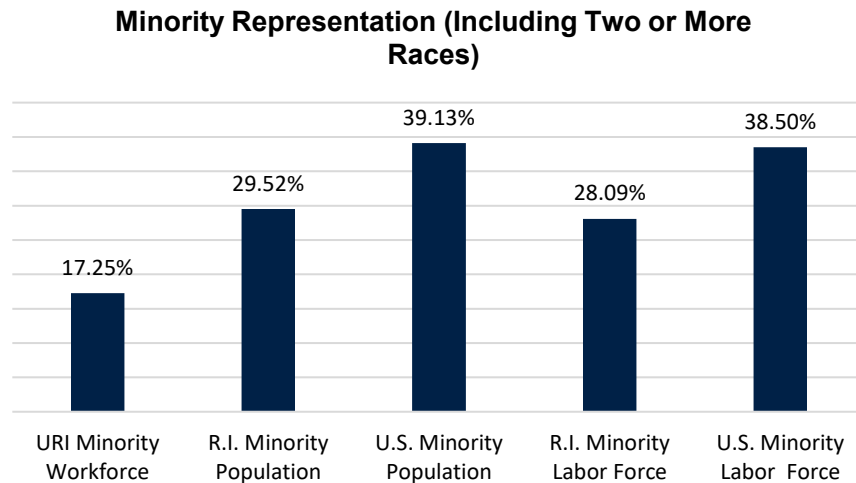
For example, while some people classify individuals who identify with multiple population groups (such as Hispanic and White, White and Black or African American, and White and Asian) as part of the majority population, others classify

them as part of the minority population. The dual identities of these groups highlight the social, political, and economic complexities of race and ethnicity in 21st-century U.S. society.

The inclusion of certain groups as part of the “majority” or “minority” has also become more complex and contested in recent decades, especially as many people may not identify with certain population groups even if that is how they are classified and tabulated per federal standards. The majority-minority approach is ambiguous, and it is further complicated by complex demographic and social realities.

To overcome these limitations, the Office of Equal Opportunity, and the U.S. Census Bureau, focused on race and ethnicity as separate measures. The University’s workforce representation analysis was conducted including and excluding *Two or More Races*.

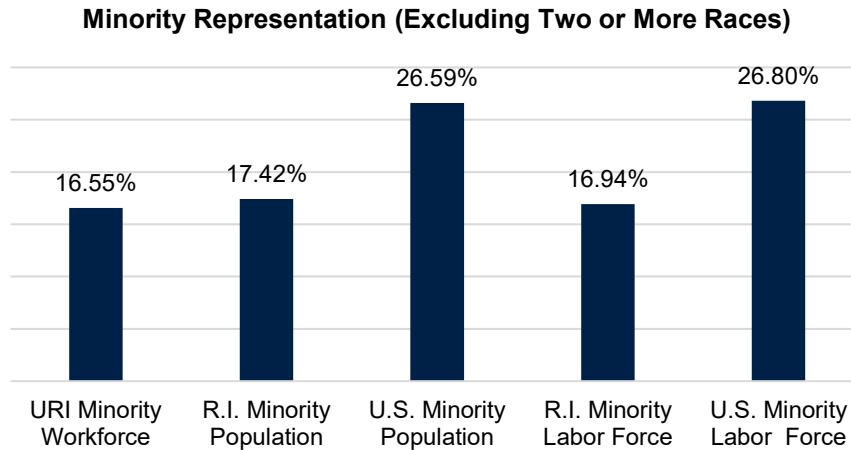
Minority personnel, including Two or More Races, made up 17.25% of the University’s workforce. Individuals identifying as minorities, including Two or More Races, made up 29.52% of the R.I. population; 39.13% of the U.S. population; 28.09% of the R.I. labor force; and 38.50% of the U.S. labor force.



Including Two or More Races, when comparing the University’s workforce (faculty and staff) to the:

- Rhode Island population, minorities are underrepresented by 12.27%.
- United States population, minorities are underrepresented by 21.88%.
- Rhode Island labor force, minorities are underrepresented by 10.84%.
- United States labor force, minorities are underrepresented by 21.25%.

Minority personnel, excluding Two or More Races, made up 16.55% of the University’s workforce. Individuals identifying as minorities, excluding Two or More Races, made up 17.42% of the R.I. minority population; 26.59% of the U.S. minority population; 16.94% of the R.I. minority labor force; and 26.80% of the U.S. minority labor force.



Excluding Two or More Races, when comparing the University’s workforce (faculty and staff) to the:

- Rhode Island population, minorities are underrepresented by 0.87%.
- United States population, minorities are underrepresented by 10.04%.
- Rhode Island labor force, minorities are underrepresented by 0.39%.
- United States labor force; minorities are underrepresented by 10.25%.

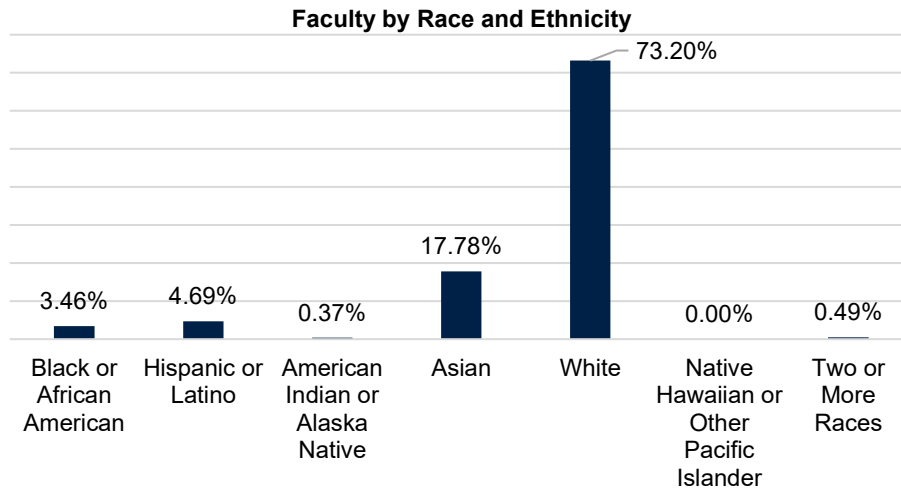
WORKFORCE REPRESENTATION ANALYSIS: FACULTY ONLY

As of June 30, 2025, the University of Rhode Island had a total of 821 faculty members, of whom 217 identified as members of minority groups (26.43%); 594 identified as white (72.35%), and 10 did not disclose their race or ethnicity (1.22%). A total of 400 faculty members identified as male (48.72%) and 419 as female (51.03%). Two (2) faculty members did not identify as male or female (0.24%).

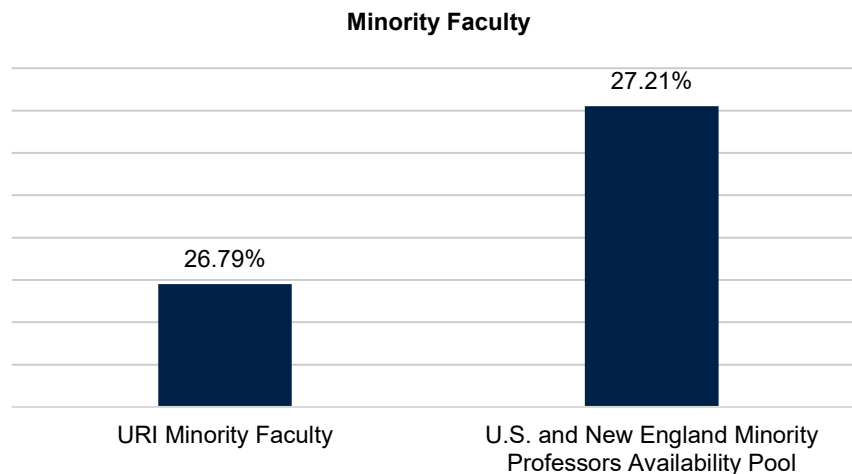
Minority faculty, including Two or More Races and excluding individuals who did not disclose their race or ethnicity, made up 26.79% of the faculty body, and identified as follows:

- A total of 28 faculty identified as Black or African American (3.46%).
- A total of 38 faculty identified as Hispanic or Latino (4.69%).
- A total of 3 faculty identified as American Indian or Alaska Native (0.37%).
- A total of 144 faculty identified as Asian (17.78%).
- A total of 593 faculty identified as White (73.20%).
- A total of 4 faculty identified as Two or More Races (0.49%).

No faculty members identified as Native Hawaiian or Other Pacific Islander. To review a detailed table showing faculty members by title, rank, race, ethnicity, and gender, see Part C, Program statistics, page 32.



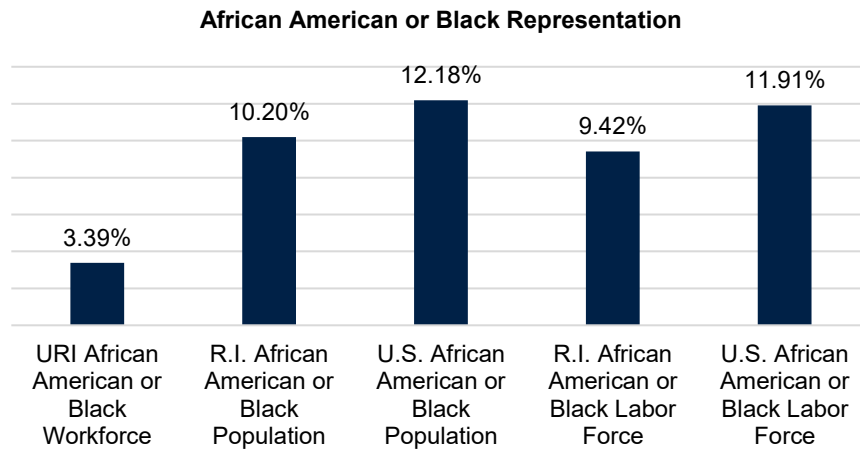
The U.S. Census Bureau notes that minority professors make up 27.21% of the available selection pool in the U.S. and the New England labor area. When comparing the University's faculty body to the available selection pool in the U.S. and New England labor area, minority faculty members are underrepresented by 0.42%.



ASSESSMENT OF WORKFORCE COMPOSITION BY GROUP: FACULTY AND STAFF

African American or Black

In FY2025, a total of 97 members of the University's workforce identified as African American or Black (3.39%). African American or Black individuals made up 10.20% of the R.I. population; 12.18% of the U.S. population; 9.42% of the R.I. labor force; and 11.91% of the U.S. workforce.

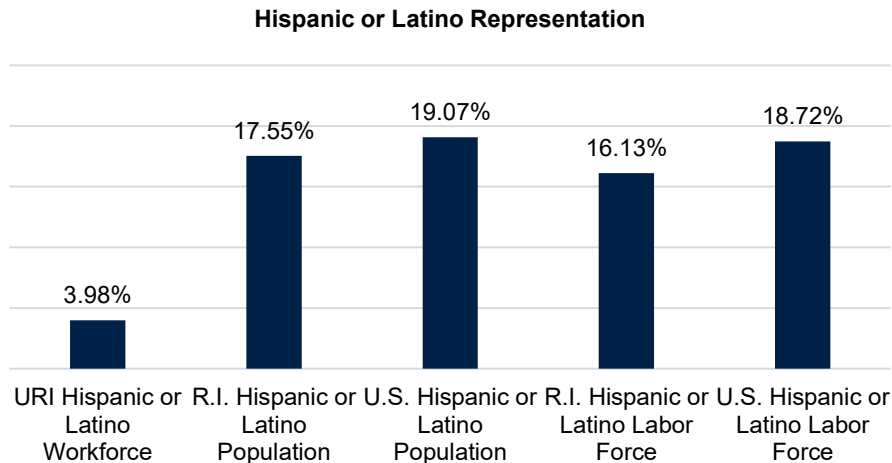


When comparing the University's African American or Black workforce (faculty and staff) to the:

- Rhode Island population, African American or Black personnel are underrepresented by 6.81%.
- United States population, African American or Black personnel are underrepresented by 8.79%.
- Rhode Island labor force, African American or Black personnel are underrepresented by 6.03%.
- United States labor force, African American or Black personnel are underrepresented by 8.52%.

Hispanic or Latino

In FY2025, a total of 114 members of the University’s workforce identified as Hispanic or Latino (3.98%). Hispanics or Latinos made up 17.55% of the R.I. population; 19.07% of the U.S. population; 16.13% of the R.I. labor force; and 18.72% of the U.S. labor force.

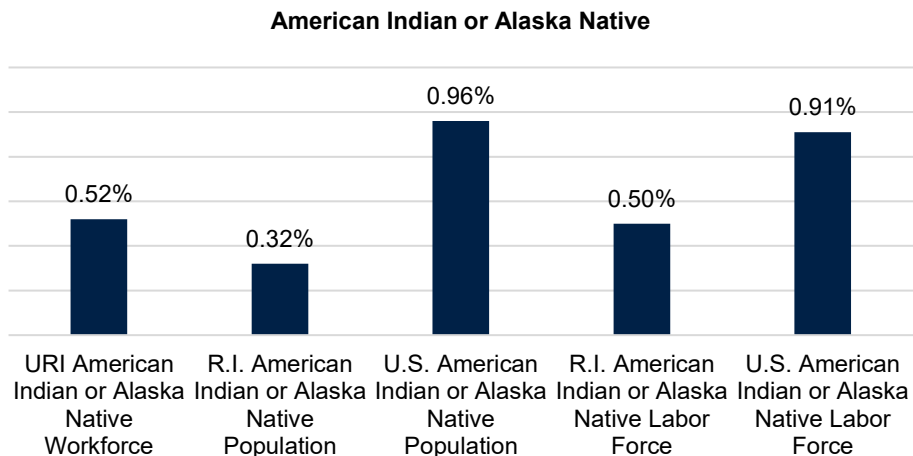


When comparing the University’s Hispanic workforce (faculty and staff) to the:

- Rhode Island population, Hispanics or Latinos are underrepresented by 13.57%.
- United States population, Hispanics or Latinos are underrepresented by 15.09%.
- Rhode Island labor force, Hispanics or Latinos are underrepresented by 12.15%.
- United States labor force, Hispanics or Latinos are underrepresented by 14.74%.

American Indian or Alaska Native

In FY2025, a total of 15 members of the University’s workforce identified as American Indian or Alaska Native (0.52%). American Indian or Alaska Native individuals made up 0.32% of the R.I. population; 0.96% of the U.S. population; 0.50% of the R.I. labor force and 0.91% of the U.S. labor force.

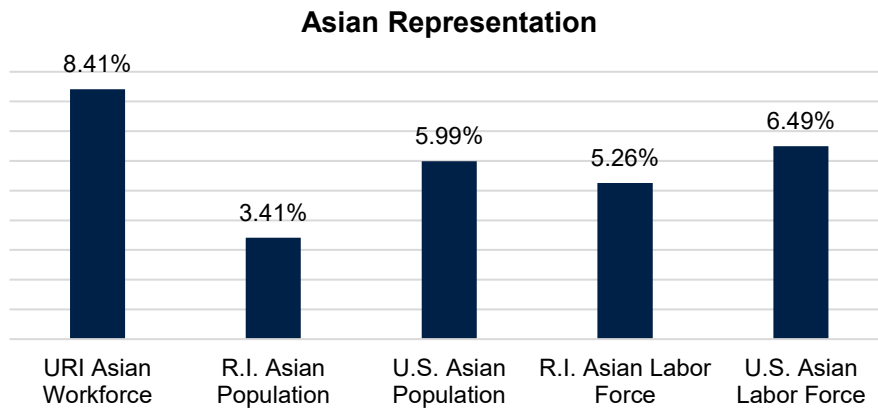


When comparing the University's American Indian or Alaska Native workforce (faculty and staff) to the:

- Rhode Island population, American Indian or Alaska Native personnel are overrepresented by 0.20%.
- United States population, American Indian or Alaska Native personnel are underrepresented by 0.44%.
- Rhode Island labor force, American Indian or Alaska Native personnel are overrepresented by 0.02%.
- United States labor force, American Indian or Alaska Native personnel are underrepresented by 0.39%.

Asian

In FY2025, a total of 241 members of the University's workforce identified as Asian (8.41%). Asian personnel made up 3.41% of the R.I. population; 5.99% of the U.S. population; 5.26% of the R.I. labor force; and 6.49% of the U.S. labor force.

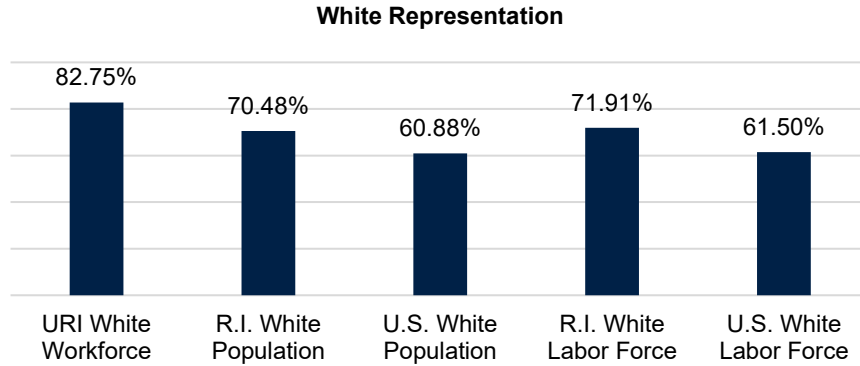


When comparing the University's Asian workforce (faculty and staff) to the:

- Rhode Island population, Asian personnel are overrepresented by 5.00%.
- United States population, Asian personnel are overrepresented by 2.42%.
- Rhode Island labor force, Asian personnel are overrepresented by 3.15%.
- United States labor force; Asian personnel are overrepresented by 1.92%.

White

In FY2025, a total of 2,370 members of the University's workforce identified as White (82.75%). White individuals made up 70.48% of the R.I. population; 60.88% of the U.S. population; 71.91% of the R.I. workforce; and 61.50% of the U.S. workforce.

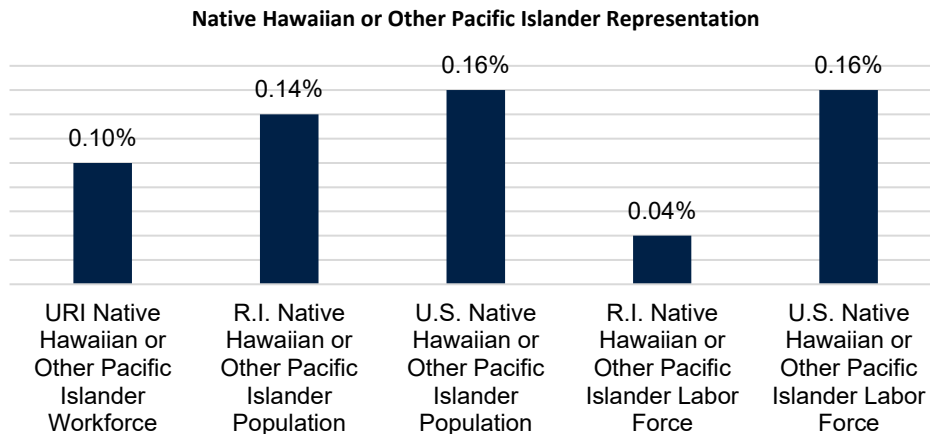


When comparing the University's White workforce (faculty and staff) to the:

- Rhode Island population, White personnel are overrepresented by 12.27%.
- United States population, White personnel are overrepresented by 21.87%.
- Rhode Island labor force, White personnel are overrepresented by 10.84%.
- United States labor force, White personnel are overrepresented by 21.25%.

Native Hawaiian or Other Pacific Islander

In FY2025, 3 members of the University's workforce identified as Native Hawaiian and Other Pacific Islander (0.10%). It is estimated that Native Hawaiian and Other Pacific Islander individuals make up 0.18% of the R.I. population; 0.20% of the U.S. population; 0.08% of the R.I. labor force and 0.20% of the U.S. labor force.

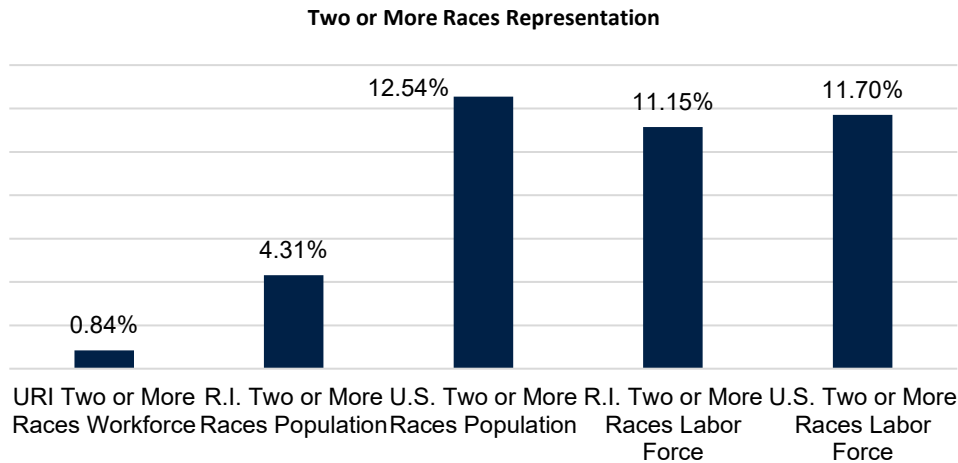


When comparing the University’s Native Hawaiian and Pacific Islander workforce (faculty and staff) to the:

- Rhode Island population, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.04%.
- United States population, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.06%.
- R.I. workforce, Native Hawaiian and Other Pacific Islander individuals are overrepresented by 0.06%.
- United States workforce, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.06%.

Two or More Races

In FY2025, 24 members of the University’s workforce identified as Two or More Races (0.84%). It is estimated that individuals identifying as Two or More Races make up 4.31% of the R.I. population; 12.54% of the U.S. population; 11.15% of the R.I. workforce; and 11.70% of the U.S. workforce.

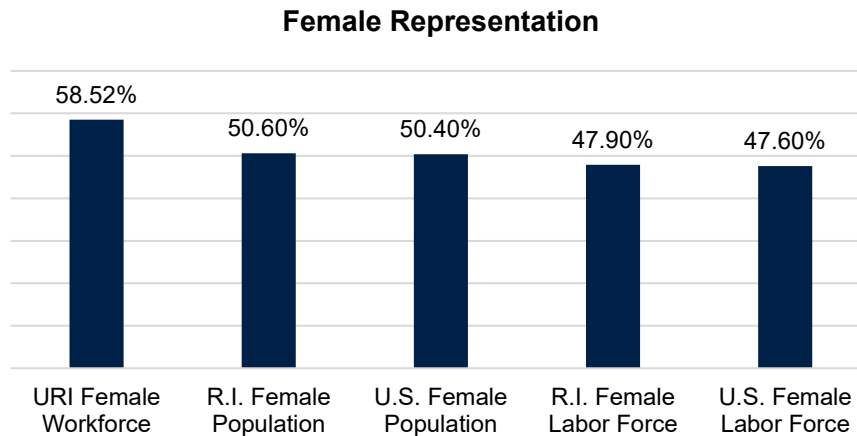


When comparing the University’s Two or More Races workforce (faculty and staff) to the:

- Rhode Island population, personnel who identified as Two or More races are underrepresented by 3.47%.
- United States population, personnel who identified as Two or More races are underrepresented by 11.70%.
- Rhode Island labor force, personnel who identified as Two or More races are underrepresented by 10.31%.
- United States labor force, personnel who identified as Two or More races are underrepresented by 10.86%.

Female

In FY2025, a total of 1,676 members of the University’s workforce provided racial/ethnic data and identified as Female (58.52%). Female persons made up 50.60% of the R.I. population; 50.40% of the U.S. population; 47.90% of the R.I. workforce; and 47.60% of the U.S. workforce.



When comparing the University’s Female workforce (faculty and staff) to the:

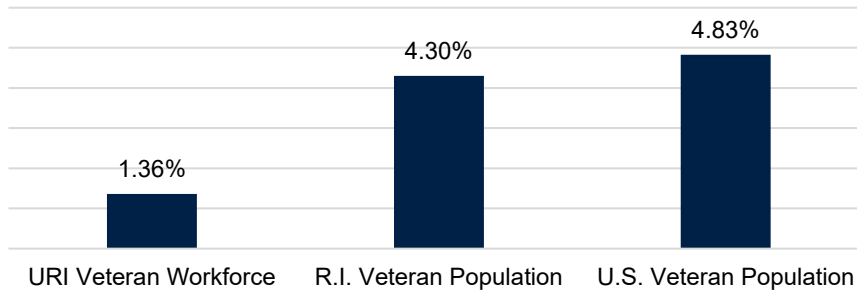
- Rhode Island population, Female personnel are overrepresented by 7.92%.
- United States population, Female personnel are overrepresented by 8.12%.
- Rhode Island labor force, Female personnel are overrepresented by 10.62%.
- United States labor force, Female personnel are overrepresented by 10.92%.

Veterans

In FY2025, a total of 39 members of the University’s workforce reported their Veteran status (1.36%). Per the U.S. Census Bureau, “*veteran status is used to identify people with active-duty military service and service in the military Reserves and the National Guard. Veterans are men and women who have served (even for a short time), but are not currently serving, on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. People who served in the National Guard or Reserves are classified as veterans only if they were ever called or ordered to active duty, not counting the initial training or yearly summer camps. All other civilians are classified as nonveterans. While it is possible for 17-year-olds to be veterans of the Armed Forces, ACS data products are restricted to the population 18 years and older.*” Two active Reserve members and two inactive Reserve members were excluded from the report due to not meeting the definition of a veteran.

Veterans made up 4.30% of the R.I. population and 4.83% of the U.S. population. Active-duty military personnel are not considered part of the civilian labor force. For this reason, labor force percentages were excluded.

Veteran Representation



When comparing the University of Rhode Island Veteran workforce (faculty and staff) to the:

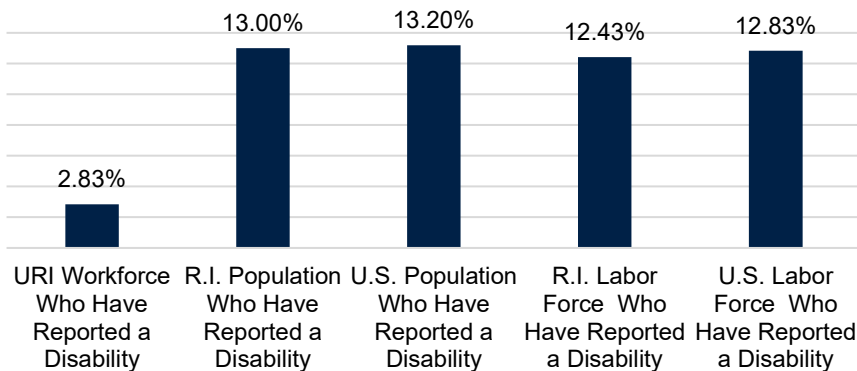
- Rhode Island population, Veteran personnel are underrepresented by 2.94%.
- United States population, Veteran personnel are underrepresented by 3.47%.

Disabled

In FY2025, 81 members of the University’s workforce reported a disability (2.83%). The OFCCP defines disability with respect to an individual as “(1) a physical or mental impairment that substantially limits one or more of an individual’s major life activities; (2) a record of such an impairment; (3) or being regarded as having such an impairment,” per 41 CFE 60-741.2(g) and related definitions.

It is estimated that individuals who have reported a disability make up 13.00% of the R.I. population; 13.20% of the U.S. population; 12.43% of the R.I. labor force; and 12.83% of the U.S. labor force.

Persons Who Have Reported a Disability



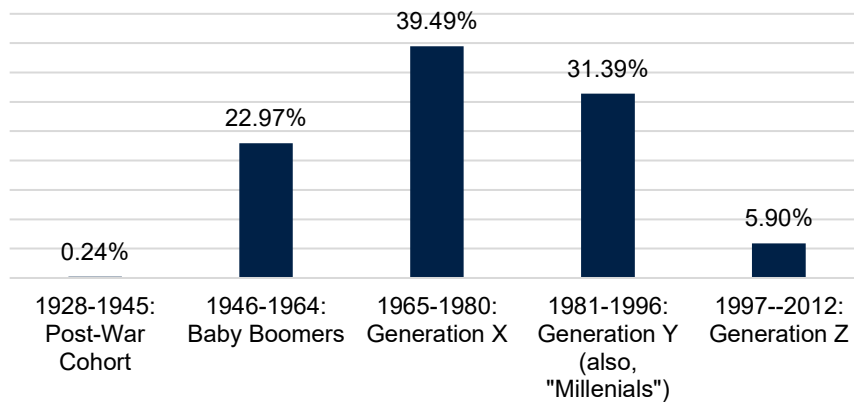
When comparing University of Rhode Island personnel (faculty and staff), who have reported a disability to the:

- Rhode Island population, personnel who have reported a disability are underrepresented by 10.17%.
- United States population, personnel who have reported a disability are underrepresented by 10.37%.
- Rhode Island labor force, personnel who have reported a disability are underrepresented by 9.60%.
- United States labor force, personnel who have reported a disability are underrepresented by 10.00%.

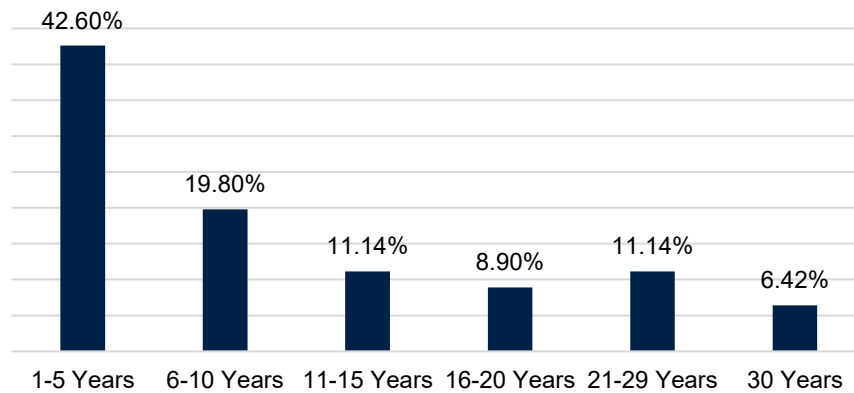
Generations Represented in the Workforce and Retention

Workforce statistics demonstrated there were five generations represented in the University’s workforce as of June 30, 2025, and the average age of employed persons was 48.82 years old, and 72.52% of the University’s workforce was 40 years old or older.

Generations Represented



Years of Service



The average person employed by the University has worked for the University for 10.48 years, and:

- 42.60% of the FY2025 workforce has worked for the University for 1 to 5 years.
- 19.80% of the FY2025 workforce has worked for the University for 6 to 10 years.
- 11.14% of the FY2025 workforce has worked for the University for 11 to 15 years.
- 8.90% of the FY2025 workforce has worked for the University for 16 to 20 years.
- 11.14% of the FY2025 workforce has worked for the University for 21 to 29 years.
- 6.42% of the FY2025 workforce has worked for the University for 30 years or more.

Internal Payroll Employees

The chart below represents the demographic composition of internal payroll employees, part-time faculty, and temporary part-time employees. Due to the nature of temporary part-time positions, which are short-term or emergent in nature with a required specialized skill set, advertising for these positions is not cost-effective, and it is detrimental to efficient University operations. Continuing part-time positions are advertised in accordance with the Collective Bargaining Agreements or University policy.

Title	Total Employees	Male	Female	Not Specified Gender	Minority	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Asian	White	Native Hawaiian or Pacific Islander	Two or More Races	Not Specified Race or Ethnicity
Dir & Ind Studies	47	24	23	0	8	2	2	0	4	39	0	0	0
SS Instrs Term II	163	70	90	3	40	6	8	3	11	123	0	2	10
Summer Sess Combined	39	12	26	1	12	2	3	0	4	27	0	0	3
Summer Research Faculty	149	84	64	1	48	4	2	0	42	101	0	0	0
Nonclassified-Limited-Contract	56	28	23	5	26	2	3	0	3	30	0	1	17
Non-Classified Limited - Hourly	246	71	164	11	89	4	13	1	9	157	0	11	51
PTF - Accelerated Online Prgrms	21	3	18	0	10	0	1	0	0	11	0	0	9
Vehicle Stipends	17	12	5	0	4	4	0	0	0	13	0	0	0
Summer Recontracting	83	40	43	0	24	3	2	0	19	59	0	0	0
Accelerated Faculty OL - Summer	16	7	9	0	4	1	0	0	3	12	0	0	0
Sailing Instructors	15	8	5	2	5	0	0	0	0	10	0	0	5
Police & Security Detail	43	36	7	0	6	1	2	0	1	37	1	1	0
Classified-Limited-Hourly	27	6	21	0	2	0	0	0	2	25	0	0	0
CEPS Spcl Prgrm Summer Sess NU	11	4	6	1	4	0	2	0	0	7	0	0	2
Medical Duties	10	5	5	0	4	2	0	0	0	6	0	0	2
Athletic Coaches	9	6	2	1	2	0	0	0	0	7	0	1	1
Student Contact Support Or	5	1	1	3	5	0	0	0	0	0	0	0	5
Performing Artists-Contract	1	1	0	0	0	0	0	0	0	1	0	0	0
CEPS Spcl Prgrms Non-Or Courses	2	1	1	0	1	0	0	0	0	1	0	0	1
Part Time Faculty	1	0	1	0	0	0	0	0	0	1	0	0	0
Summer Grad Trainers of Record	2	1	1	0	0	0	0	0	0	2	0	0	0

CEPS SP Summer Advis&Coord	1	1	0	0	0	0	0	0	0	1	0	0	0
Specialty Instructors	4	0	4	0	0	0	0	0	0	4	0	0	0
CEPS Psych'l Test'g Personnel	1	0	1	0	0	0	0	0	0	1	0	0	0
CEPS Spec Prgrms Seminars	1	0	0	1	1	0	0	0	0	0	0	0	1
Special Prgrms/Acad/Ad visors&Coord	1	0	1	0	0	0	0	0	0	1	0	0	0
Total Employ	971	421	521	29	295	31	38	4	98	676	1	16	107
Percentages		43.36%	53.66%	2.99%	30.38%	3.19%	3.91%	0.41%	10.09%	69.62%	0.10%	1.65%	11.02%

Hiring of part-time faculty is governed by the applicable collective bargaining agreement: Rhode Island Council 94, AFSCME, AFL-CIO, Part-time Faculty, Local 145. Part-time faculty are assigned courses based on the applicable collective bargaining agreement. Each term of employment may be up to one semester in duration.

There was a total of 971 internal payroll employees during FY2025. Of those, 295 identified as minorities (30.38%); 676 as white (69.62%); 421 as male (43.36%); and 521 as female (53.66%).

Including Two or More Races, when comparing internal payroll employees to the:

- Rhode Island population, minorities are overrepresented by 0.86%.
- United States population, minorities are underrepresented by 8.75%.
- Rhode Island labor force, minorities are overrepresented by 2.29%.
- United States labor force, minorities are underrepresented by 8.12%.

Excluding Two or More Races, when comparing internal payroll employees to the:

- Rhode Island population, minorities are overrepresented by 12.96%.
- United States population, minorities are overrepresented by 3.79%.
- Rhode Island labor force, minorities are overrepresented by 13.44%.
- United States labor force, minorities are overrepresented by 3.58%.

II. EMPLOYEE RECRUITMENT, SELECTION, AND HIRING

All employees and applicants have a right to equal opportunity in all terms, conditions, or privileges of employment, including, but not limited to, recruitment, hiring, certification, appointments, working conditions, work assignments, promotions, benefits, and compensation.

The Office of Equal Opportunity provides leadership, strategic direction, technical assistance, and promotes continuous dialogue relating to the administration of civil rights compliance in all aspects of employment, including hiring and recruitment. The team plays a vital role in advancing equal opportunity through:

- Conducting objective investigations and enforcing the Policy on Nondiscrimination.
- Establishing recruitment goals that comply with nondiscrimination laws and promote equal opportunity without regard to protected status.
- Conducting workforce analyses, and reporting workforce representation to the President, the Deans, hiring authorities, University stakeholders, and State and Federal enforcement agencies.
- Working with University stakeholders to remove barriers hindering access to employment opportunities.
- Leading training and education efforts on civil rights compliance topics.

The Office of Equal Opportunity supports the recruitment, selection, and hiring process by enforcing civil rights compliance, providing technical assistance to the Office of Human Resources on civil rights compliance matters, and accepting complaints of discrimination in the recruitment, selection, and hiring process. While the Office of Equal Opportunity led the development of the Employee Recruitment, Selection, and Hiring training, the office is not directly involved with the recruitment, selection, or hiring process as it relates to talent acquisition and the administration of the Policy on Employee Recruitment, Selection, and Hiring. The training was under review, pending updates, during FY2026-FY2027.

While the Office of Human Resources is not directly involved with the enforcement of civil rights compliance during the stages of the recruitment life cycle, it is expected to understand compliance obligations and carry them out throughout the stages of the recruitment life cycle.

RESPONSIBLE OFFICIAL(S)

RESPONSIBILITIES OF HIRING AUTHORITIES

Hiring authorities are responsible for the screening of applicants and selection of successful candidates, in addition to:

- Complying with the Policy on Nondiscrimination.
- Utilizing the resources within the Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring.
- Complying with the Policy on Employee Recruitment, Selection, and Hiring.
- Selecting search committee members and assigning a chair to lead each search, when applicable.

- Completing the Employee Recruitment, Selection, and Hiring training.
- Monitoring search committee members' completion of the Employee Recruitment, Selection, and Hiring training.
- Evaluating applicants objectively, solely on skills and qualifications.
- Promoting equal opportunity for all through outreach.
- Working with the Office of Human Resources to draft the job description.
- Identifying required and preferred skills and qualifications that are consistent with business necessity and do not hinder the University of Rhode Island's ability to foster a workforce that promotes equal opportunities for all.

Hiring authorities are highly encouraged to remove unnecessary barriers to employment, including degree requirements that are not consistent with business necessity.

The U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates, found that those holding a bachelor's degree or higher in the State of Rhode Island identify as follows:

RACE AND HISPANIC OR LATINO ORIGIN BY EDUCATIONAL ATTAINMENT	Percent
Asian alone	56.4%
White alone, not Hispanic or Latino	43.7%
Two or More Races	27.3%
Black or African American	20.4%
Hispanic or Latino	18.4%
Hawaiian and Other Pacific Islanders Alone	16.1%
Some Other Race alone	15.8%
American Indian or Alaska Native alone	9%

The Office of Equal Opportunity encourages hiring authorities to develop job descriptions with skills and qualification requirements that are consistent and meet State of Rhode Island guidelines enforced by the Office of Human Resources.

RESPONSIBILITIES OF SEARCH COMMITTEE CHAIRS

- Developing an outreach plan and encouraging search committee members to distribute vacancy announcements among their networks without regard to protected status.
- Reporting outreach activity to the Office of Human Resources for tracking purposes.
- Developing interview questions in conformity with Title VII of the Civil Rights Act of 1964, and other applicable civil rights laws and regulations.
- Evaluating applicants objectively, solely on skills and qualifications.

- Completing the applicant evaluation rubric, gathering applicant evaluation rubrics, and submitting an official committee evaluation to the Office of Human Resources.
- Completing the Employee Recruitment, Selection, and Hiring training.

RESPONSIBILITIES OF SEARCH COMMITTEE MEMBERS

- Distributing vacancy announcements among their networks and in referral associations listed in the Outreach section of the University of Rhode Island Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring.
- Reporting outreach activity to the search committee chair for tracking purposes.
- Working with the search committee chair to develop interview questions in conformity with Title VII of the Civil Rights Act of 1964, and other applicable laws and regulations.
- Completing the applicant evaluation rubric and submitting the rubric to the search committee chair.
- Evaluating applicants objectively, solely on skills and qualifications.
- Completing the Employee Recruitment, Selection, and Hiring training.

APPLICANT FLOW: APPLICANTS

In FY2025, a total of 16,071 job seekers submitted applications for vacancies within the University. The applicants self-identified as follows:

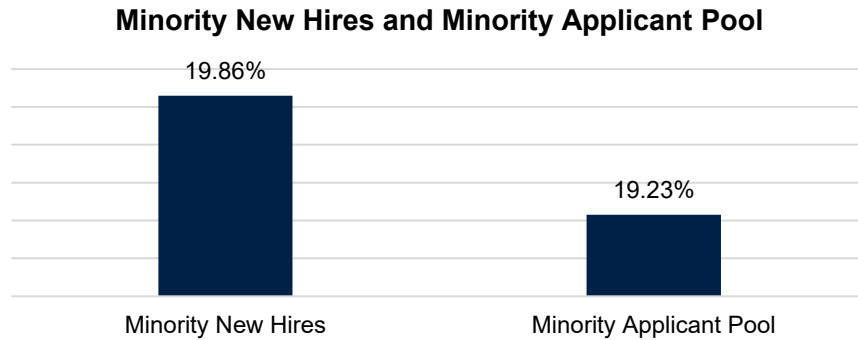
- 3,333 identified as members of minority groups (20.74%).
- 4,927 identified as white (30.66%)
- 7,811 did not disclose their racial or ethnic demographic information (48.60%).

Applicant disclosure is voluntary and has no impact on the employee recruitment, selection, and hiring process. As a result, applicants who did not disclose their demographic information were excluded from the Applicant Flow data chart on page 33.

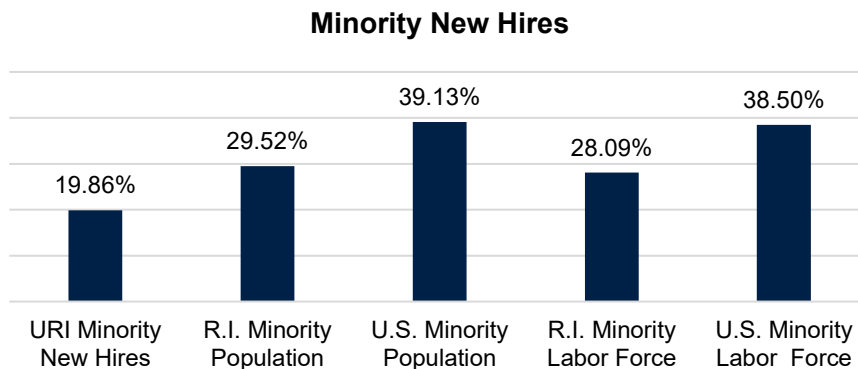
APPLICANT FLOW: NEW HIRES

The University of Rhode Island hired a total of 282 individuals during FY2025. The new hires identified as follows:

- 56 identified as members of minority groups (19.86%).
- 226 identified as white (80.14%).



Minority new hires were overrepresented by 0.63% in comparison to the minority applicant pool.



Including Two or More Races, when comparing the University’s minority new hires to the:

- Rhode Island population, minorities are underrepresented by 9.66%.
- United States population, minorities are underrepresented by 19.27%.
- Rhode Island labor force, minorities are underrepresented by 8.23%.

- United States labor force, minorities are underrepresented by 18.64%.

The University of Rhode Island will continue to work with University stakeholders to promote equal opportunity in all aspects of employment and to evaluate and remove any barriers preventing access to equal opportunity in the hiring and recruitment process.

The work of advancing civil rights compliance does not begin or end with one person, one division, one initiative, or one program. Achieving civil rights compliance and removing barriers in employment requires collaborative efforts and the full participation and cooperation of all University departments, offices, personnel, and stakeholders. Maintaining civil rights compliance and promoting equal opportunity requires continuous evaluation of programs and intentional actions that promote accountability and transparency.

Hiring authorities and search committee members play a vital role working with the Office of Equal Opportunity and the Office of Human Resources to remove barriers to employment. The most effective tool available to promote equal employment opportunity is outreach. As the applicant pool of qualified applicants increases, representation in the workforce will increase. For this reason, hiring authorities and search committee members are responsible for conducting outreach to develop an applicant pool without regard to protected status.

The University of Rhode Island will continue to make efforts to review, monitor, and evaluate hiring and recruitment procedures to ensure that no discriminatory practices exist and to enhance outreach efforts.

RESPONSIBLE OFFICES AND OFFICIALS:

Office of Equal Opportunity
Office of Human Resources
Hiring Authorities
Search Committee Chairs
Search Committee Members

POSTING OF POSITIONS AND PUBLIC AWARENESS

The University posted vacancy announcements on <https://jobs.uri.edu/>, encouraged employee referrals, and advertised vacancies with diversity recruitment sources, the State of Rhode Island Department of Labor and Training -Rhode Island State Jobs website: <https://dlt.ri.gov/individuals/rhode-island-state-jobs>, and associations serving members of protected groups.

The University will continue to evaluate outreach efforts carried out to engage all applicants. Efforts will continue with hiring authorities and search committees regarding ways to identify recruitment sources that can significantly impact the representation of women, veterans, the disabled, and minorities in applicant pools.

Vacancy announcements were advertised on the list of networking, professional, service organizations, associations, and agencies, as shown on the Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring. Furthermore, the Office of Equal

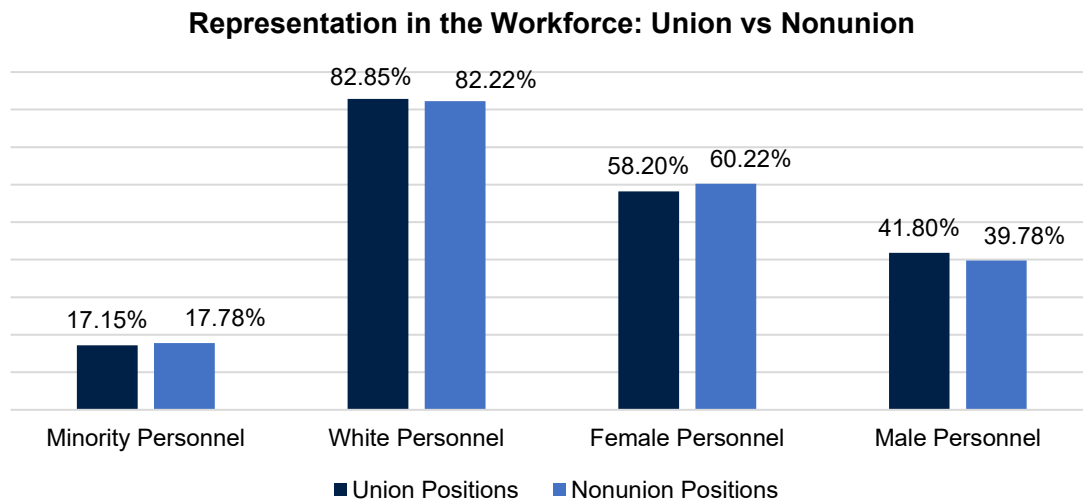
Opportunity introduced a Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring, which includes sourcing and outreach resources to develop a pool of applicants that is representative of all.

TRANSFER PRACTICES

OFCCP defines promotion as “any personnel action resulting in, for example, the movement to a position affording higher pay, greater rank, change in job title, or increase in job grade; an increase in pay, requiring greater skill or responsibility; or the opportunity to attain such. A promotion may be either competitive or noncompetitive.”

The University is committed to non-discriminatory actions regarding transfers and promotion of persons in all job classifications. Of the positions filled in FY2025, 83.65% were subject to collective bargaining agreements. As a result, a significant number of promotions come from within the ranks of each union.

Existing representation in the collective bargaining unions can influence hiring outcomes since the filling of vacancies generally comes from the existing pool of employees within the University. As of June 30, 2025, minorities, including Two or More Races, comprised 17.25% of the workforce.



When comparing union versus nonunion workforce composition, union positions have a minority representation of 17.15%, while nonunion positions have a minority representation of 17.78%.

PROMOTION PRACTICES

During FY2025, the University of Rhode Island promoted a total of 158 individuals occupying union and nonunion positions, which identified as:

- 34 identified as members of minority groups (21.52%).
- 124 identified as white (78.48%).

The individuals promoted self-identified as follows:

Union Roles

A total of 132 employees occupied union roles and identified as follows:

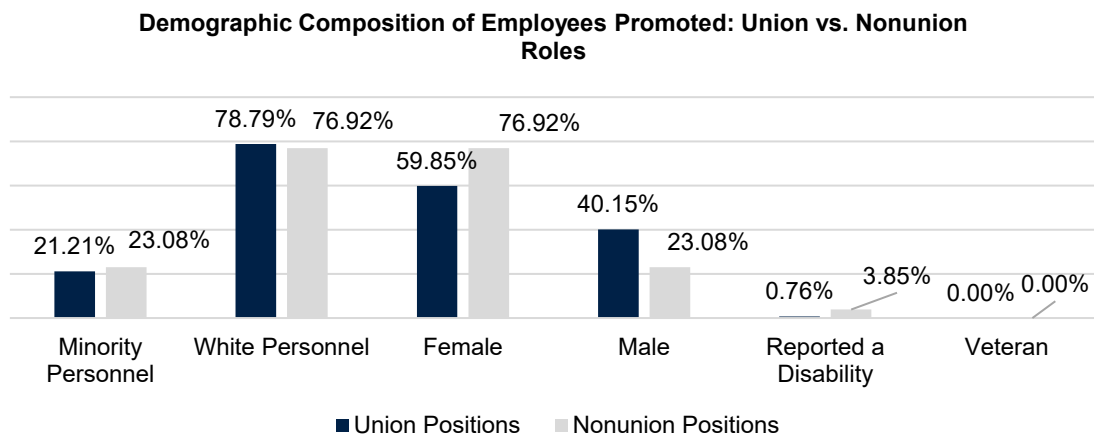
- 28 identified as members of minority groups (21.21%)
- 104 identified as white (78.79%).
- 79 identified as female (59.85%)
- 53 identified as male (40.15%)
- 1 reported a disability (0.76%)
- No individuals reported a veteran status (0.00%)

Nonunion Roles

A total of 26 employees occupied nonunion roles and identified as follows:

- 6 identified as members of minority groups (23.08%)
- 20 identified as white (76.92%).
- 20 identified as female (76.92%)
- 6 identified as male (23.08%)
- 1 reported a disability (3.85%)
- No individuals reported a veteran status (0.00%)

The chart below illustrates the demographic composition of individuals promoted in FY2025 belonging to union versus nonunion roles.



Efforts will be made to maximize the opportunities for employee career advancement for all without regard to protected status. These efforts will include a periodic review of the University's personnel policies and procedures relevant to the University's identification and removal of artificial or discriminatory barriers.

RESPONSIBLE OFFICES AND OFFICIALS:

Office of Equal Opportunity
Office of Human Resources
Hiring Authorities
Search Committee Chairs
Search Committee Members

TERMINATIONS

Terminations can be voluntary or involuntary and are in accordance with the provisions of the ten (10) collective bargaining agreements and the Office of Human Resources personnel policies. Examples of terminations include demotion, resignation, transfer, and job abandonment. Reasons for terminations are evaluated regularly by the Office of Human Resources and the Office of Equal Opportunity.

During FY2025, a total of 248 employees were terminated from employment, of which:

- 36 identified as members of minority groups (14.52%).
- 212 identified as white (85.48%).

Employees who voice concerns about discrimination are afforded the opportunity to file a grievance by completing an internal Civil Rights Complaint Form. Employees may also contact: (1) the Rhode Island Commission for Human Rights, or (2) the U.S. Equal Employment Opportunity Commission, or (3) the U.S. Department of Justice Civil Rights Division, or (4) the Rhode Island Department of Administration Division of Equity, Diversity, and Inclusion (DEDI). Employees interested in filing a complaint are encouraged to contact the Office of Equal Opportunity for a consultation.

EXIT INTERVIEWS

In accordance with Rhode Island General Laws §§ 28-5-1, the University of Rhode Island has established an exit interview program to help ensure that employees who are separating or transferring are not doing so due to discriminatory circumstances.

The exit interview process is administered by the Office of Human Resources and is distributed to all voluntarily departing employees as part of the offboarding communication. Completion of the exit interview is voluntary. Employees may return the form via email or submit it in person at their convenience. All completed exit interviews are reviewed by the Office of Human Resources, and any concerns raised are reviewed or investigated as appropriate.

At the request of the departing employee, a live exit interview may be conducted. In such cases, the process is facilitated in a formal setting with an emphasis on open dialogue and meaningful feedback.

Exit interview forms submitted by classified employees are forwarded to the Rhode Island Department of Administration. For non-classified employees, the completed form is placed in the employee's personnel file upon separation.

Due to the State of Rhode Island's transition to Workday, other Executive Branch agencies are now administering exit interviews through that system. The University of Rhode Island has not yet implemented Workday; therefore, it continues to administer exit interviews through its existing process as described above.

RESPONSIBLE DIVISIONS AND OFFICIALS:

Office of Human Resources
Rhode Island Department of Administration

FLEX TIME

Flex time (modification of start and end times, daily variable, seasonal, one-day-a-week, etc.) is addressed in some of the union contracts and must be approved by the Office of Human Resources. Flex time is considered on a case-by-case basis. Successful flex time arrangements serve the needs of both individual employees and the unit or department where they work and shall not hinder departmental operations.

TECHNICAL COMPLIANCE

The University will continue to comply with applicable state and federal law, including but not limited to; Section 503 of the Rehabilitation Act of 1973, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act of 1990; Rhode Island General Laws §§ 28-5-1; and other applicable federal, state, or local civil rights laws and regulations.

In alignment with its function, the Office of Equal Opportunity monitored civil rights compliance and is pleased to report the following compliance efforts carried out between July 1, 2024, and June 30, 2025:

- Administered the policy on Nondiscrimination, hosted consultations, accepted and investigated complaints.
- Provided technical assistance to University administrators on civil rights topics.
- In response to the revocation of Executive Order 11246, recommended changes to the language found in the University's official footer, and updated: (1) the University's Affirmative Action website, now known as the Equal Employment Opportunity website; (2) the FY2024-FY2025 Non-Discrimination Plan; (3) the Civil

Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring; (4) the Office of Equal Opportunity's letterhead and footer; and (5) the Vendor Agreement.

- The Office of Equal Opportunity, Communications and Marketing, and the Office of the General Counsel completed a draft of the Digital Accessibility Compliance Plan, scheduled to be introduced during FY2026.
- The Office of Equal Opportunity introduced a training guide titled "Best Practices for Racial and Ethnic Data Collection During Onboarding" for Office of Human Resources personnel responsible for onboarding new hires. This training guide introduced a new business process to enhance workforce data collection practices during onboarding.
- The Office of Equal Opportunity introduced Civil Rights Compliance Training titled "Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance." This self-paced training equipped Principal Investigators and those responsible for sponsored projects with the methodology and framework for effectively:
 1. Reviewing and responding to language access requests in alignment with the University of Rhode Island Language Access Plan and Policy on Language Access.
 2. Reviewing and responding to reasonable accommodation requests from individuals interested in participating in programs and activities funded by sponsored projects.
 3. Transferring civil rights compliance requests made by regulatory and enforcement agencies pre-award and post-award.
 4. Transferring complaints of discrimination and harassment to the appropriate university official or office for review.

TRAINING PROGRAMS

The Office of Equal Opportunity engaged training participants through education and outreach efforts, including, but not limited to the activities described below:

1. 07-09-25 Office of Human Resources Training on the topic of Best Practices for Racial and National Origin Data Collection During Onboarding.
2. 08-27-25 Graduate Teaching Assistant Training, co-facilitated by the Director of the Office of Equal Opportunity and the Title IX Coordinator, on the topic of Title VI, Title IX, and ADA Compliance.
3. 10-06-25 Lunch-and-Learn Event on the topic of Baseline of Compliance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973 at the University of Rhode Island.
4. 11-17-25 University Diversity Council Updates on the topic of ADA Compliance at the University of Rhode Island, and the Function of the Accessibility Task Force.
5. 11-20-25 Information Technology Services team outreach to discuss compliance efforts underway as a result of the New Title II regulations on Digital Accessibility and Mobile Apps.
6. 12-03-25 Division of Student Affairs Training on the topic of Incivility in the Workplace and Civil Rights Considerations.
7. 12-09-25 Student Success Team outreach to discuss the Role of the ADA Coordinator and ADA Partners on Campus.
8. Conducted a review of the Brightspace training titled, "Building a Safe Workplace: Discrimination, Violence, and Hazing Prevention." Created transition modules and introduced support content in alignment with existing business processes supporting the administration of civil rights compliance and hazing prevention. The training is open to new hires and existing staff.
9. Following the revocation of Executive Order 11246, evaluated and updated Module I of the Brightspace training titled, "Employee Recruitment, Selection, and Hiring."
10. Introduced a self-paced Brightspace training on the topic of Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance.
11. Created a Brightspace training with a recording of the 10-06-25 lunch-and-learn event on the topic of Baseline of Compliance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973 at the University of Rhode Island.

Additional training activities carried out by other departments include the following:

- The Talent Acquisition Specialists completed the mandatory Employee Recruitment, Selection, and Hiring Training.
- Faculty Training: Reporting to the Office of the Provost, the Office for the Advancement of Teaching and Learning is responsible for promoting excellence and innovation in teaching and learning at the University and offers faculty development opportunities to faculty. In addition to training offerings introduced by the Office for the Advancement of Teaching and Learning, the University of Rhode Island offered mandatory sexual violence prevention and cybersecurity awareness training to new hires and existing employees.
- Sexual Violence Prevention: The Title IX Coordinator and the Deputy Title IX Coordinator for Education, Outreach, and Training, offered live and self-paced training throughout the fiscal year, including sessions for students and staff on the topic of sexual misconduct and sexual violence prevention. In addition to offering training, efforts spanned key areas such as Teaching, Student Advising and Mentorship, Research & Scholarship, and Service. Through their work, the Title IX Office fosters a proactive and inclusive campus environment, equipping students and staff with the tools to address and prevent sex-based harassment and sexual violence, as defined under the Title IX regulations.

ADDENDUM: PLAN TO IMPROVE EQUAL OPPORTUNITY FOR ALL

In alignment with the University's commitment to maintaining a learning and working environment free from discrimination and harassment, the initiatives listed below have been under development and will be introduced during fiscal year 2026:

1. Draft the Policy on Accessibility.
2. Create the FY25-FY26 Non-Discrimination Plan.
3. Partner with the Director of Talent to support changes to the Employee Recruitment, Selection, and Hiring training offered on Brightspace.
4. Host two (2) lunch-and-learn events on civil rights compliance topics.
5. Increase in-person training offerings.
6. Introduce an internal workforce representation report, separating aggregate data by college/division.
7. Disseminate a survey to establish baseline of knowledge of digital accessibility.
8. Introduce the Digital Accessibility Compliance Plan.

To comply with the statutory requirements guiding the Office of Equal Opportunity, the team will continue to evaluate the effectiveness of this plan and the existing civil rights compliance programs.

PART D: APPENDIX

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University of Rhode Island Civil Rights Complaint Form
University of Rhode Island Policy on Nondiscrimination
University of Rhode Island Procedures for the Policy on Nondiscrimination

THE UNIVERSITY OF RHODE ISLAND OFFICE OF EQUAL OPPORTUNITY

Civil Rights Complaint Form

Complainant Information

Preferred Resolution Process:

Formal Informal

Name: _____

Date(mm/dd/yyyy): _____

Campus Address: _____

Work Phone: _____

Home Address: _____

Mobile Phone: _____

City: _____

State: _____ Zip Code: _____

Email: _____

Your Status or Role: Employee Student Job Applicant Other: _____

If you are an employee or student employee, please provide the following information:

Your Professional Title: _____

Name of Your Department: _____

Name of Your Immediate Supervisor: _____

Name and Title(s) of Respondent(s): _____

If you are a student and the alleged violation is against your professor and occurred while you were taking a class, please provide the semester, class title, and section number: _____

Where did the alleged violation take place? _____

Basis of alleged complaint:

- Age Date of Birth(Optional) : _____
 Disability: _____
 National Origin
 Race or Color: Specify _____
 Religion
 Sex

- Gender Gender Identity/Expression Sexual Orientation Pregnancy
or Related Conditions

- Veteran
 Other: _____

Nature of charge:

- Access/Accommodation
 Discrimination
 Harassment
 Retaliation
 Other: _____

Date(s) of Alleged Violation (mm/dd/yyyy): _____ On-Going

Have you brought this charge to anyone else's attention? No Yes, to whom? _____

Please indicate what action would you like to be taken?

Explain the nature of your complaint citing specific examples as well as dates, people involved, and witnesses. If necessary, please attach a written narrative in PDF or Word format. Please attach relevant evidence to support your claims:

Please list the full names and contact information of relevant witnesses:

Complainant Signature

Date

*By signing here, you acknowledge that you understand this Civil Rights Complaint Form will be shared with the Respondent(s).
Contact information and home address will be redacted.*

**Please return this completed form to the Office of Equal Opportunity
by email, mail, or in-person delivery.**

Email:

equalopportunity-group@uri.edu

Address:

University of Rhode Island Office of Equal Opportunity
201 Carlotti Administration Building, 75 Lower College Road
Kingston, Rhode Island 02881

**If you have questions or require a reasonable accommodation to complete this form, please call
401-874-2316, R.I. Relay 711**

For office use:

Date Received: _____

Updated
09/09/25

Policy on Nondiscrimination

Policy Title	Policy on Nondiscrimination
Policy #	01.002.2
Policy Owner	Director, Office of Equal Opportunity
Contact Information	Questions regarding this policy should be directed to the Director, Office of Equal Opportunity at (401) 874-4929
Approved By	The University of Rhode Island Board of Trustees (September 24, 2021; Administrative Policy Committee approval on June 2, 2021)
Effective Date	June 2, 2021
Next Review Date	No later than June 30, 2026
Who Needs to Know About this Policy	All faculty, staff, students, visitors, and affiliates of the University, including University contractors and vendors with a presence on University Property.
Definitions	<p>Complainant. An individual reporting or claiming to be subjected to conduct that constitutes prohibited discrimination or retaliation.</p> <p>Covered Individuals. University employees, students, volunteers, visitors, affiliates, and contractors.</p> <p>Respondent. An individual who has been reported to be the perpetrator of conduct that could constitute prohibited discrimination or retaliation.</p> <p>University Property. Property belonging to the State of Rhode Island and held in trust by the University of Rhode Island Board of Trustees; property held by the University of Rhode Island or any of its component units in its own name; and property owned by third parties but assigned to, occupied by, or managed by the University or any of its component units.</p> <p>University-Related Activity. Any activity undertaken by URI faculty, staff, or students, by recognized student groups, or by contractors or agents of URI on behalf of URI, which relate in whole or in part to any academic, research, public service, administrative, or other function or purpose performed under the auspices of URI, or in pursuance of URI employment-related obligations, URI academic or curricular programs, or recognized URI extracurricular activities.</p>

<p>Statutes, Regulations, and Policies Governing or Necessitating This Policy</p>	<p>42 USC § 2000e et seq. (Title VII of the Civil Rights Act of 1964 ["Title VII"], as amended)</p> <p>29 USC § 206 (Equal Pay Act (EPA) of 1963, as amended)</p> <p>29 USC §§ 621-634 (Age Discrimination in Employment Act (ADEA) of 1967)</p> <p>29 USC § 793 (Section 503 of the Rehabilitation Act of 1973, as Amended)</p> <p>38 USC Sec. 4212, Sub-Section 402 (Vietnam Era Veterans Readjustment Assistance Act of 1974)</p> <p>20 USC § 1681 et seq. (Title IX of the Education Amendments of 1972)</p> <p>42 USC § 12101 et seq. (The Americans with Disabilities Act (ADA) of 1990)</p> <p>42 USC §2000d et seq. (Title VI of the Civil Rights Act of 1964 ["Title VI"], as amended)</p> <p>42 USC § 20000ff et seq. (Genetic Information Nondiscrimination Act (GINA) of 2008)</p> <p>42 USC secs. 6101-6107 (Age Discrimination Act of 1975)</p> <p>28 CFR Parts 35 and 36</p> <p>29 CFR Parts 1614, 1615, 1620, 1621, 1625, 1626, 1630, 1635 (Section 504 Regulations)</p> <p>34 CFR Part 104</p> <p>34 CFR Part 106</p> <p>36 CFR Part 1194, Appendix D (Electronic and Information Technology Accessibility Standards)</p> <p>45 CFR Part 91</p> <p>Executive Order 11246, as Amended</p> <p>Rhode Island General Law § 28-5-7 (Rhode Island Fair Employment Practices Act)</p> <p>University of Rhode Island Student Handbook</p> <p>University Manual</p> <p>University of Rhode Island Policy on Sexual Misconduct</p>
<p>Reason for Policy / Purpose</p>	<p>To eliminate, prevent, and address conduct that constitutes prohibited discrimination or retaliation at the University. This policy describes the prohibited conduct, sets standards by which the University will manage allegations, and defines roles and responsibilities for all parties involved.</p>
<p>Forms Related to this Policy</p>	<p>Incident Report Form</p>

Policy Statement

I. GENERAL

The University of Rhode Island is committed to maintaining an educational and working environment free from discrimination. Consistent with this commitment, the University prohibits all forms of illegal discrimination in all University programs and activities. The University prohibits students, employees, affiliates, volunteers, visitors, and contractors (collectively, "Covered Individuals") from engaging in illegal discrimination (including discriminatory harassment) based on an individual's race, color, creed, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic, and from engaging in acts of retaliation for another's making a complaint of discrimination or cooperating in an investigation of discrimination. This prohibition applies to all programs and activities—including admissions and all employment actions including but not limited to recruiting, hiring, promotion, demotion, compensation, and benefits. The University will investigate, to the full extent possible, all complaints made in good faith under this policy that allege the occurrence of behavior or actions by Covered Individuals that might constitute prohibited discrimination, and, when it is determined that prohibited discrimination has occurred, take appropriate action, as warranted, to appropriately sanction the responsible individuals, prevent the recurrence of prohibited discrimination, and remedy its effects.

II. BACKGROUND

This policy is intended to be consistent and compliant with the procedural and substantive provisions of appropriate state and federal laws and regulations. The Office of Equal Opportunity, in close consultation with relevant campus stakeholders, is responsible for developing, publishing, and revising from time to time the Procedures needed to implement this policy in compliance with applicable laws. Detailed reporting, investigation, and resolution procedures are set forth in the Procedures accompanying this policy.

III. APPLICABILITY

A. GENERAL

This policy applies to the perpetration of prohibited discrimination or retaliation by Covered Individuals. All Covered Individuals must comply with this policy.

B. RELATIONSHIP TO THE UNIVERSITY OF RHODE ISLAND SEXUAL MISCONDUCT POLICY

Complaints involving sexual misconduct as defined by the Sexual Misconduct Policy will be addressed exclusively through that policy and its accompanying procedures. This nondiscrimination policy addresses all other forms of prohibited discrimination, including sex-based harassment that is not sexual misconduct as defined in the Sexual Misconduct Policy.

IV. DEFINITIONS

A. DISCRIMINATION

Discrimination prohibited under this policy is defined as treating a person differently because of their membership in a protected class (or a perception that the person is a member of a protected class) in matters of admissions, employment, housing, services, or any other educational programs or activities of the University. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the protected class have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a University's policy or practice has a disproportionately negative effect on members of a protected class even though the policy or practice is nondiscriminatory on its face, i.e., any discrimination is unintentional but still results in adverse impact.

B. DISCRIMINATORY HARASSMENT

Discriminatory Harassment, which is a form of discrimination, is defined as verbal or physical conduct (including conduct using digital technology) directed toward an individual because of their membership in a protected class (or a perception that the person is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile, or offensive working or academic environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the University's education or employment programs and/or activities. In determining whether a hostile environment exists, the University of Rhode Island examines the context, nature, scope, frequency, duration, and location of incidents as well as the relationships of the persons involved. Examples of harassment can include offensive jokes, slurs, name-calling, intimidation, ridicule, or mockery, or displaying or circulating offensive objects and pictures that are based on a protected class.

C. RETALIATION

Retaliation consists of materially adverse action taken against a person because the person made a good faith report of discrimination or harassment or participated in the investigation of a report of discrimination or harassment (such as by serving as a witness or support person).

Retaliation against any complainant or witness is prohibited and shall be treated as a separate violation under this policy. Furthermore, no member of the University community shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision of law or the University's policies or procedures.

V. FILING A COMPLAINT

Complaints alleging discrimination or harassment in violation of this policy, or questions regarding this policy and its procedures, should be directed to the following:

University of Rhode Island Office of Equal Opportunity
201 Carlotti Administration Building
75 Lower College Road
Kingston, RI 02881
Phone: 401-874-4929

Complaints specifically regarding the President, members of the Board of Trustees, or employees of the Office of Equal Opportunity should be filed with the Office of General Counsel.

Complaints involving prohibited discrimination, including harassment or retaliation, against a group or class of individuals that reflects an apparent pattern or practice of discrimination will be investigated and addressed pursuant to this policy by the University regardless of whether there is an identified Complainant.

The provisions of the collective bargaining agreements governing unionized employees may provide additional mechanisms for addressing allegations of discrimination or harassment.

VI. GOOD FAITH REPORTS

The University encourages the good faith reporting of discrimination and harassment. However, the University will not allow this policy or the attendant procedures to be abused for improper means. Therefore, if the University's investigation reveals that a complaint was knowingly false, the complaint will be dismissed and the person who filed the false complaint may be subject to discipline, up to and including termination and/or expulsion. Such disciplinary action will not constitute prohibited retaliation. A person makes a bad faith report of discrimination or harassment if, at the time they make the report, they know the report to be false or frivolous.

Further, the University may take disciplinary action against any person who knowingly provides false information during the investigation and resolution of a complaint of discrimination or harassment. Such disciplinary action will not constitute prohibited retaliation.

VII. REPORTING OBLIGATION

All members of the University community are strongly encouraged to report discrimination or harassment in violation of this policy when they receive a report of such conduct or witness such conduct. The report should be made to the appropriate office listed above and should include all known relevant details of the alleged discrimination or harassment. Employees with supervisory authority over other employees are required to report discrimination or harassment in violation of this policy about which they have information, except mental health counselors, pastoral counselors, psychologists, health services staff, or other employees with a professional license that requires confidentiality. Failure to report in accordance with this policy may be grounds for discipline, up to and including termination.

VIII. THIRD-PARTY REPORTING

Any individual may make a report of discrimination or harassment. The report may be made without disclosing the identities of the parties involved. However, the University's ability to respond to a third-party report of discrimination or harassment may be limited by the amount of information provided.

IX. FREE SPEECH AND ACADEMIC FREEDOM

The University of Rhode Island is committed to the principles of free expression and critical inquiry undertaken in an atmosphere of civility and mutual respect. On some occasions, certain types of speech may be seen as offensive or even discriminatory. In such cases, the University will weigh carefully whether the speech has crossed a line from speech protected by the First Amendment and academic freedom to speech that constitutes illegal threats or discriminatory harassment, while keeping in mind legal precedents that prohibit or limit the ability of public universities and public agencies from punishing pure speech, even when it is viewed as inappropriate and unwelcome.

Exceptions

None

Policy Review and Revisions

(Versions earlier than the first policy number may be paper only)

Policy #	Effective Date	Reason for Change	Changes to Policy
RIOPC P-17 (Sexual Harassment and Sexual Violence Policy) and RIOPC P-18 (Complaint Procedures for Discrimination, Sexual Harassment, and Sexual Violence)	n/a	,	n/a
01.002.01	June 2, 2021	New policy specific to URI	Fully separate policy from previous OPC policies (P17, P-18). Focuses solely on nondiscrimination.
01.002.02	June 2, 2021	Board of Trustees approval on September 24, 2021	No changes except notation regarding Board of Trustees approval on September 23, 2021

PROCEDURES for Policy on Nondiscrimination

Policy Effective Date: June 2, 2021

Procedures Date: May 21, 2025

Policy # 01.002.2

Introduction

The University's Policy on Nondiscrimination prohibits students, employees, contractors, affiliates, volunteers, service recipients, program participants, and visitors from engaging in discrimination and harassment based on an individual's race, color, creed, national or ethnic origin (including language), sex (including sex stereotypes, sex characteristics, pregnancy, or related conditions, sexual orientation, and gender identity), religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic (also "Protected Categories"). This prohibition applies to all programs and activities—including admissions, service delivery, external-facing programs, and all employment actions, including but not limited to recruiting, hiring, promotion, demotion, compensation, transfers and benefits. The University will investigate all complaints made under this Policy and, if necessary, take action to prevent the recurrence of prohibited discrimination, harassment, or retaliation and remedy its effects.

These procedures, as amended from time to time, have been established to ensure compliance with the procedural and substantive provisions of appropriate state and federal law and regulations and introduce the framework for investigating all complaints alleging discrimination or harassment, excluding sex-based discrimination or sexual misconduct as defined under Title IX of the Education Amendments of 1972.

Questions regarding these procedures or all other types of discrimination or harassment in violation of the Policy on Nondiscrimination should be directed to the Director of the Office of Equal Opportunity at (401) 874-4929.

Procedure or Standard

I. Applicability

- A. All faculty, staff, affiliates, volunteers, and URI students must comply with these procedures to help foster an inclusive and safe academic and work environment. These procedures apply to the perpetration of prohibited discrimination or harassment by one member of the University's community (faculty, staff, student, affiliate, or volunteer) against members of protected categories. These procedures may also apply where one of the involved or affected parties is a visitor, service recipient, program participant, or a contractor performing work on behalf of the University.
- B. These procedures cover the process for investigating and adjudicating complaints of discrimination or discriminatory behavior by any employee: faculty, staff, or administrator.
- C. The process for investigating and adjudicating complaints of discrimination or discriminatory harassment by students is detailed in the Division of Student Affairs Student Handbook. Any person filing a complaint against a student or student organization may refer to the Division of Student Affairs Student Handbook. Further information about the Student Code of Conduct can be provided by the Dean of Students Office.
- D. Complaints of discrimination or harassment by graduate assistants in their role as employees follow the process outlined in these procedures and are investigated by the Office of Equal Opportunity. In contrast, complaints against them in their role as students follow the process outlined in the Division of Student Affairs Student Handbook.

- E. A complaint may also be filed against University affiliates, program participants, vendors, and other contractors. In these instances, the Office of Equal Opportunity shall determine, at its discretion, the appropriate response and action.
- F. The provisions of applicable collective bargaining agreements may provide additional mechanisms for addressing discrimination allegations.

II. Reporting Prohibited Discrimination

If any University faculty, staff, student, volunteer, visitor, affiliate, or contractor believes their rights (and/or the rights of others) have been violated and wish further information, advice, or assistance in filing a complaint alleging discrimination or discriminatory harassment, they should contact:

Office of Equal Opportunity
Dorca P. Smalley, Director, Office of Equal Opportunity
ADA/Section 504 Coordinator/ Language Access Coordinator/ Deputy Title IX Coordinator
201 Carlotti Administration Building
Kingston, Rhode Island 02881
Email: equalopportunity-group@uri.edu or dorca_paulino@uri.edu
Phone: (401) 874-4929
TTY - via RI Relay at 711

All individuals shall be informed regarding their right to seek redress through the following outside agencies:

Office of Civil Rights, Region I
United States Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Tel.: (617) 289-0111
Fax: (617) 289-0150
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

United States Equal Employment Opportunity Commission
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
Phone: 1-800-669-4000
Fax: 617-565-3196
<http://www.eeoc.gov/field/boston/index.cfm>

United States Department of Agriculture
Office of the Assistant Secretary for Civil Rights
Attn: Director, Center for Civil Rights Enforcement
1400 Independence Avenue, SW
Washington, D.C. 20250-9410
Fax: 202-690-7442
Email: CR-Info@USDA.gov
<https://www.usda.gov/oascr>

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, Rhode Island 02903
Tel: 401-222-2661 / 401-222-2664
Fax: 401-222-2616
<http://www.richr.ri.gov/>

III. Key Definitions and Interpretive Principles

- A. Discrimination refers to actions that may deny a member (or in some complaints, any individual) of the community employment, promotion, transfer, access to academic courses, access to programs or activities, housing, or other University benefits and entitlements due to a member's protected status.
- B. Sexual harassment under Title VII of the Civil Rights Act of 1964 is defined as unwelcome sexual advances, requests for sexual favors, and any other verbal or physical conduct of a sexual nature when:
 - 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
 - 2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
 - 3. Such conduct is so severe, or pervasive, and subjectively or objectively offensive, that it has the purpose or effect of unreasonably interfering with an individual's work performance.

In determining whether a hostile environment exists, the University will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected. A person's adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

- C. Discrimination or harassment need not be intentional. The intent of the alleged person to have committed such behavior may not be relevant to determining whether a violation has occurred. The relevant determination is whether a reasonable person similarly situated could have reasonably considered the alleged conduct to be harassment.
- E. Verbal or physical conduct directed at the Complainant's protected class status is considered in the determination of discrimination or harassment. The University will consider the totality of the complaint and its circumstances, the private or public environment of the behavior, the intensity or severity of the actions, the pattern of behavior, and the power relationship, if any, between the parties.
- F. A single incident that creates a distracting, uncomfortable atmosphere may not constitute discrimination or harassment. However, even isolated or sporadic acts may constitute severe harassment. A series of individual incidents can have the cumulative effect of becoming pervasively harassing behavior.
- G. Unreasonable interference with an individual's participation in University life and sponsored programs and activities may be signified by responses such as:
 - 1. Avoiding areas of the campus where the behavior in question typically takes place;
 - 2. Academic performance or work assignments becoming more difficult because of the behavior in question, including absenteeism; or
 - 3. Leaving a job, a class, or the University itself because of the behavior in question.
- H. In determining whether discrimination or harassment exists, the University will evaluate the evidence from a reasonable person's reaction and perspective under the circumstances presented. The standard of evidence to be used to determine responsibility is the **preponderance of the evidence standard**. If there are any questions, contact the Director of the Office of Equal Opportunity.
- I. Qualified Individual with a Disability:
 - 1. In the employment context, a qualified individual with a disability is a person with a disability who meets the necessary skills, experience, education, and other job-related requirements of the position they hold or seek to hold and can perform the essential functions of the position with or without a reasonable accommodation, 42 U.S.C. § 12111(8).

2. In the context of public services, a qualified individual with a disability is an individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity, 42 U.S.C. § 12131(2).

IV. Relationship to the Sexual Misconduct Policy

Complaints involving Sexual Misconduct, as defined by the Policy on Sexual Misconduct, shall be addressed exclusively through that policy and through the Procedures for Policy on Sexual Misconduct. The Procedures for Policy on Nondiscrimination address discrimination and discriminatory harassment.

Sex-based discrimination, as outlined under Title VII of the Civil Rights Act of 1964, will be investigated by the Office of Equal Opportunity, following a pre-screening conducted by the Title IX Coordinator to rule out Title IX jurisdiction.

In matters involving employees, sexual misconduct allegations that do not constitute a violation of statute will be referred to the Office of Human Resources by Title IX Coordinator for matters that do not meet the burden of proof under Title IX, and by the Director of the Office of Equal Opportunity for matters that do not meet the burden of proof under Title VII.

V. Complaints Against Students

If any person files a complaint against a student, in their role as student, or against a student organization, the Dean of Students Office will proceed with the complaint's processing. Proceedings involving student-to-student complaints will be adjudicated through the Dean of Students Office and must comply with the procedural guidelines contained in the Division of Student Affairs Student Handbook.

If an employee files a complaint against a student, the Dean of Students will consult the Director of the Office of Equal Opportunity to ensure the rights of the Complainant are met in accordance with Title VII of the Civil Rights Act of 1964.

VI. Filing Deadlines

To provide adequate opportunity for a prompt investigation that enables access to the most current evidence, the parties are encouraged to file complaints as soon as possible. All complaints under this procedure must be filed within **one (1) year** after the last alleged discriminatory act. The University's ability to respond to complaints filed beyond this time is limited. However, complaints involving allegations of continuing unlawful discrimination, harassment, or retaliation may be thoroughly investigated, including occurrences beyond the one-year time frame, so long as the last act of alleged discrimination occurred within the prescribed filing deadline of **one (1) year**.

VII. Advisors and supporters

All parties meeting with the Office of Equal Opportunity may be accompanied by an individual of their choice (who may be an attorney) for support and/or advice. This individual: may not address or question the investigator, other parties, or witnesses; may not present evidence or make arguments; and shall not have any role other than to accompany and communicate with the party requesting support.

VIII. Discrimination Against Groups

Complaints involving unlawful discrimination, including harassment or retaliation, against a group or class of individuals, reflecting an apparent pattern and practice of discrimination, will be appropriately acted upon by the Office of Equal Opportunity regardless of whether there is an identified Complainant.

IX. Criminal Violations

If a complaint reported to the Office of Equal Opportunity involves potential criminal violations, the Office of Equal Opportunity shall forward a report of the complaint to the campus police and/or local police.

In complaints involving allegations of sexual violence or other crimes, Complainants will also be informed of their right to file a complaint with the Title IX Coordinator, campus police, or local law enforcement authorities. However, regardless of whether a Complainant files a complaint with local law enforcement authorities, and irrespective of any investigations or other actions taken by local law enforcement, the University will continue to have an obligation to undertake and duly complete its internal complaint and investigation procedure.

X. Retaliation Prohibited

Retaliation against any Complainant, Respondent, or witness is prohibited and shall be treated as a separate violation of the Policy. Specifically, no officer, employee, or agent of the University shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual who files a complaint or participates in any investigation or proceeding brought according to this procedure.

There shall be no disciplinary action, retaliation, or reprisal for bringing a complaint in good faith. Individuals shall not, however, knowingly make false charges of discrimination, harassment, or retaliation.

The Procedures for the Policy on Nondiscrimination offer protections against retaliation for individuals filing complaints under the Policy on Research Misconduct, the Policy on Reporting Violations of Law, Regulations, or University Policy and Procedure, and any other university policy or laws that prohibit retaliation and are referred to the Office of Equal Opportunity to investigate.

XI. Modification of Procedure

This procedure constitutes the University's general complaint process to be followed by the University to address and resolve unlawful discrimination, harassment, and retaliation. The University shall have the right to reasonably alter and/or deviate from the procedural guidelines contained herein when it is warranted by either the circumstances of a complaint or required by applicable state and federal laws and regulations. The University shall also have the right to authorize and appoint a designee to serve in the capacity of the Office of Equal Opportunity to execute these procedures.

The parties must be provided with timely written notice of any such designation and any substantive deviation from the procedural guidelines.

XII. Response to a Complaint

A. Initial consultation

Requests for consultations should be made by emailing the Office of Equal Opportunity at equalopportunity-group@uri.edu. Upon conducting a preliminary review of the inquiry, the Director will assign an investigator, who shall meet with the prospective Complainant to discuss the Complainant's concerns, review the complaint procedure, determine the appropriate jurisdiction, and explain the different methods available to resolve the alleged complaint under these procedures. (See: formal resolution and informal resolution, where applicable).

The purpose of this initial step is to assist prospective Complainants in identifying the source of the concern and provide the Complainant with information concerning the University's resources, policies, and procedures; so that the prospective Complainant might best assess the most appropriate course of action, given their circumstances.

B. Supportive Measures

1. Supportive measures are available to both the Complainant and Respondent and will be offered regardless of whether a formal complaint is filed or not.
2. Services are individualized, i.e., tailored to the unique circumstances of the Complainant and Respondent, and are measures designed to restore or preserve access to the University's programs and/or activities, including measures designed to protect all parties' safety or the education work environment or deter discrimination or harassment. The University will determine the reasonableness, necessity, and scope of any supportive measures, which may include:
 - **Employment or Residence Modifications:** A reporting party or responding party may request an academic or employment accommodation or a change in residence after a report of discrimination or harassment. An individual who requests assistance in changing their educational or working environment after an incident of discrimination or harassment will receive appropriate and reasonably available accommodations.
 - **Interim Separation:** Where the report of harassment poses an ongoing risk of harm to the safety or well-being of an individual or members of the campus community, the University may place an individual or organization on interim suspension or impose leave for employment where applicable. Pending resolution of the complaint, the individual or organization may be denied access to campus. When interim suspension or leave is imposed, the University will make reasonable efforts to complete the investigation and resolution within an expedited time frame.
 - **No Contact Order:** When appropriate, the Director may issue a No Contact Order. A Complainant or Respondent may request, or the University may impose, communication and contact restrictions to prevent further potentially harmful interaction. These communications and contact restrictions generally preclude in-person, telephone, electronic, or third-party communications.
 - **Emotional Support:** The Employee Assistance Program is available to State of Rhode Island employees, dependents, and household members. Free confidential assistance with personal and job-related problems is available through the Blue Cross and Blue Shield of Rhode Island Employee Assistance Program. Additionally, the Office of Equal Opportunity, in collaboration with the Office of Human Resources, will take action as appropriate, to refer employees to a professional counselor. The Vice President for Human Resource Administration is responsible for the generation and confidential retention of referrals to counselors.
3. Supportive measures will not be punitive, disciplinary, or unreasonably burdensome against any party.
4. The University will attempt to keep the supportive measures confidential unless doing so will impair the University's ability to provide them.

C. Procedural options

If it is determined that the Office of Equal Opportunity shall retain responsibility for the complaint, the Office of Equal Opportunity will ascertain from the Complainant which of the resolution options described below – informal or formal – they prefer to utilize.

D. Dismissals

The Office of Equal Opportunity will dismiss complaints upon review if it is determined that (1) the Office of Equal Opportunity has no jurisdiction; (2) the complaint is vague, speculative, conclusory, or incoherent, or even if true, would not constitute discrimination or harassment; (3) the allegations have been resolved; (4) the complaint has been investigated by an external agency, resulting in a comparable resolution; or (5) the complaint was not filed in a timely manner (365 days).

E. Confidentiality

When a procedural option is selected, the Complainant will also be asked to decide on confidentiality. The University will make all reasonable efforts to honor confidentiality requests, to the extent permitted by law. However, it must be understood that while some concerns or complaints can be resolved without disclosing one's identity, often successful resolution cannot be achieved under such circumstances. Further, individuals who are directly accused of unlawful and discriminatory behavior and who, as a result, may be subject to disciplinary action, are entitled to a copy of the formal complaint and a summary of the charges against them so that they may prepare a proper defense.

Any member of the Board of Trustees, students, or employees of the University who participate in a formal or informal proceeding under this policy or otherwise gains knowledge thereof shall treat all information acquired, whether written or oral, as confidential, however, the parties to a proceeding may share such information with their advisors, advocates and representatives.

XIII. Grievance Process

A. Informal Resolution Process

At any time after the parties are provided written notice of the complaint and before the completion of any appeal, the parties may voluntarily consent, with the Director of the Office of Equal Opportunity approval, to engage in mediation, facilitated resolution, or other forms of dispute resolution, where the goal is to enter into a final resolution resolving the allegations raised in the complaint by agreement of the parties.

The specific manner of an informal resolution process will be determined by the parties and the Director of the Office of Equal Opportunity, in consultation together.

Step 1: Notifying the parties

Before commencing the informal resolution process, the Office of Equal Opportunity will transmit a written notice to the parties that:

- (a) Describes the parameters and requirements of the informal resolution process;
- (b) Identifies the individual responsible for facilitating the informal resolution (who may be the Director of the Office of Equal Opportunity, another University official, or a suitable third-party);
- (c) Explains the effect participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the complaint; and
- (d) Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

Step 2: Agreement to the Informal process

- (a) After receiving the written notice specified in Step 1 above, each party must voluntarily provide written agreement to the Office of Equal Opportunity before the informal resolution may commence;
- (b) While the informal resolution process is pending, the investigation process that would otherwise occur is stayed, and all related deadlines are suspended. A party may withdraw their consent to participate in the informal resolution process at any time before a resolution has been finalized;
- (c) If the parties do not resolve through the informal resolution process, the Complainant may choose to proceed with the formal investigation and adjudication process outlined in these procedures.

Step 3: Resolution or Next Steps

- (a) Through discussion with the Complainant and the Respondent separately or together, the Director of the Office of Equal Opportunity may be able to resolve the matter to the satisfaction of all persons involved. If the parties reach a resolution through the informal resolution process, and the Director of the Office of Equal Opportunity agrees that the resolution is not clearly unreasonable, the Director of the Office of Equal Opportunity will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties sign the resolution, the resolution is final. The allegations addressed by the signed resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the University, except as provided in the resolution itself, absent a showing that a party induced the solution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or the University. Informal resolution reached, according to this section, is not subject to appeal.
- (b) Absent extension by the Director of the Office of Equal Opportunity, any informal resolution process must be completed within thirty (30) calendar days. If an informal resolution process does not result in a resolution within thirty (30) calendar days, and absent an extension, abeyance, or other contrary rulings by the Director of the Office of Equal Opportunity, the informal resolution process will be deemed terminated, and the complaint will be resolved pursuant to the investigation procedures. The Director of the Office of Equal Opportunity may adjust any time periods or deadlines in the investigation process that were suspended due to the informal resolution. A copy of the resolution should be kept in a file to be in the Office of Equal Opportunity, unless the resolution specifies otherwise.

B. Formal Resolution Process

Any person(s) who believes they have been the victim of discrimination, harassment, or retaliation, sexual harassment, or who witnesses acts of discrimination, harassment, retaliation, sexual harassment against others may file a formal complaint with the Office of Equal Opportunity. Utilizing the informal process is not a prerequisite. A formal review consists of investigating, fact-finding, determining whether sufficient credible evidence exists to support the allegation(s), and issuing written findings. The formal investigation and related proceedings, which are described below, shall provide a prompt, fair, and impartial investigation and resolution of the allegations.

Step 1: Complainant's Written Statement

Usually, a signed incident complaint form containing a written statement of allegations initiates the formal process. To enable the Investigator to most effectively investigate the complaint, the written statement of allegations should contain a detailed description of the conduct being complained about, the name(s) of the alleged offender(s), the name(s) of the alleged victim(s), the names of any alleged witnesses, and the name of the person filing the complaint. The Office of Equal Opportunity will aid anyone for whom completing the complaint form is difficult or impractical. The person or persons filing the complaint and the alleged victim of discrimination shall be referred to hereinafter as the Complainant. Anonymous complaints, and complaints filed by individuals who request confidentiality, will be investigated by the University to the extent possible pursuant to the procedures set forth herein.

Step 2: Notifying the Respondent

The person or persons identified as the alleged offender(s) shall be referred to hereinafter as the Respondent. Once the complaint has been filed, the Office of Equal Opportunity will notify the Respondent(s) with a written letter to inform of its existence and provide him/her/them with a copy of the signed complaint.

Step 3: Respondent's Written Response

The Respondent(s) will be provided an opportunity to file a formal response. The formal response shall be filed with the Office of Equal Opportunity by the Respondent(s) within twenty (20) calendar days from the date the Respondent(s) received the signed complaint.

If a Respondent fails to timely file a formal response and/or elect(s) not to participate in the formal resolution process, the complaint will proceed and be investigated without the involvement of the Respondent.

If during the investigation; the Complainant indicates a desire to *withdraw* his/her complaint, the Complainant shall sign a written statement of withdrawal containing the reasons. Therefore, the complaint may be closed at the Director of the Office of Equal Opportunity's discretion. However, the Office of Equal Opportunity may continue to conduct the investigation and take action to address the issues raised by the Complainant regardless of the Complainant's wishes.

Step 4: Investigation Process

The Director of the Office of Equal Opportunity will review complaints filed and appoint an investigator, who will act under the supervision of the Director. The investigator is neutral, objective, and does not act as an advocate for either party. The investigator is authorized to contact all persons who may have information relevant to the complaint and shall have access to all relevant University records. The investigator shall also collect and evaluate other available documents and information relevant to the complaint and investigation (e.g., email communications, social media posts, photographs), as appropriate. The investigator shall maintain a record of the investigation, including any interviews, which shall be retained as an official Office of Equal Opportunity record.

The parties are not restricted from discussing the allegations under investigation or gathering and presenting relevant evidence to the Investigator.

A party whose participation is invited or expected at an investigative interview or meeting will be provided written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

Step 5: Preliminary Investigation Report

At the conclusion of the investigation, the investigator will prepare a preliminary written report. The preliminary report will contain a summary of the alleged conduct in violation of Policy; summary of the response to the allegations; summary of the scope of the investigation; summary of the relevant exculpatory and inculpatory evidence; and a summary of material facts on which the parties agree and disagree.

The report will include copies of all relevant evidence received and considered during the investigation. Both parties will be provided a copy of the preliminary report and have three (3) business days to respond to it in writing.

In their responses, the parties may ask clarifying questions, seek clarifying information, clarify information previously shared, offer additional comments, suggest additional witnesses, or identify any other relevant information or evidence to assure the thoroughness and sufficiency of the investigation. The Complainant and the Respondent may also request that the investigator ask clarifying questions of the other party, provided the questions are directly relevant to the complaint. If, after receiving the written responses from the Complainant and the Respondent regarding the Preliminary Investigation Report, the investigator(s) determines that no further inquiry is required, the investigation will be deemed complete and final. If, at the sole discretion of the Office of Equal Opportunity, further inquiry is necessary, the investigator(s) will follow up on the information and ask any clarifying questions of the parties and witnesses before finalizing and completing the investigation. Any additional relevant information received and/or answers to clarifying questions will be included in the final investigative report.

Step 6: Final Investigative Report

A final investigative report shall be prepared, which sets forth the investigator's findings and the basis and rationale for his/her conclusion(s). Unless otherwise indicated in the report, the report's date shall be considered the date upon which the results of the investigation become final. In making his/her findings, the investigator shall utilize the evidentiary standard of "preponderance of the evidence." The final investigative report will normally be issued to the parties within ninety (90) days after the complaint is filed. When more than ninety (90) days is needed to complete the investigation, the investigator shall notify the parties and proceed as expeditiously as possible. In cases involving employees, a copy of the final investigative report is provided to the Vice President for Human Resources.

Step 7: Appeals and Actions on Appeals

Either party (Complainant or Respondent) may appeal the investigator's findings. Such appeals shall be filed with the University's President. The appeal may be conducted by the President or the President's designee. Parties wishing to file an appeal must do so in writing within ten (10) days after receiving the investigator's final letter. The appeal process will not involve the reinvestigation of the complaint. Appeals must raise specific issues related to the investigator's findings. Appeal decisions (which shall include a statement of the rationale for the decision) shall be rendered within thirty (30) days after the request for appeal is received unless extended for good cause as reasonably determined by the Appeals Officer. Copies of the appeal decision shall be simultaneously provided to the parties and the Office of Equal Opportunity. In cases involving employees, a copy of the appeal decision is provided to the Vice President for Human Resources.

Step 8: Disciplinary Action

When the investigative findings (together with the appeal decision in cases in which there is an appeal) result in a finding of discrimination, harassment or retaliation by an employee, the findings are forwarded to the appropriate Vice President or Provost, who, in consultation with the Office of Human Resources, shall render a written determination (which includes a statement of the rationale for the determination) regarding the appropriate disciplinary or corrective action, if any, and provide a copy of the written determination to the Respondent.

Disciplinary action of faculty or union-represented staff will follow the procedural requirements of applicable collective bargaining agreements and any applicable statutory and judicial mandates. The Vice President for Human Resources or Provost will be responsible for the implementation of all such disciplinary/corrective action measures. A record of the outcome of each complaint will remain a part of the permanent file of the complaint maintained by the Office of Equal Opportunity.

Findings of discrimination, harassment, or retaliation by non-employees will be referred to the appropriate authority for sanctions.

XIV. Appealing the Denial of a Reasonable Accommodation Request

The Policy on Nondiscrimination applies to the perpetration of prohibited discrimination, harassment, denials of accommodation, or retaliation by Covered Individuals. Qualified individuals with a disability who have been denied a reasonable accommodation request by a Deciding Official have a right to file a complaint and may appeal the decision by completing the Office of Equal Opportunity Civil Rights Complaint Form.

Deciding Officials

A Deciding Official is an individual who is authorized to make determinations regarding reasonable accommodation requests. Generally, in the University of Rhode Island, Deciding Officials include the Director of Personnel Services, who is responsible for granting reasonable accommodation requests in accordance with Section 503 of the Rehabilitation Act of 1973; the Director of the Office of Disability, Access, and Inclusion, who is responsible for granting reasonable accommodation requests made by students in accordance with Section 504 of the

Rehabilitation Act of 1973 and Principal Investigators administering reasonable accommodation requests received for a sponsored project, or other officials identified by the ADA/Section 504 Coordinator.

Procedures for the Denial of a Reasonable Accommodation Request

1. If a Deciding Official denies a reasonable accommodation request, the Deciding Official must issue a letter documenting the decision to deny the request, which should include an explanation of the basis for the denial and a copy of the Policy on Nondiscrimination.
2. Denials of reasonable accommodation requests must include instructions on how to contact the Office of Equal Opportunity to file a complaint and appeal the denial. In matters involving students, the decision maker will provide a copy of the Division of Student Affairs Student Handbook in addition to the Policy on Nondiscrimination. Sample language:

The Policy on Nondiscrimination applies to the perpetration of prohibited discrimination, harassment, denials of accommodation, or retaliation by Covered Individuals. If you are a qualified individual with a disability and have been denied a reasonable accommodation request by a Deciding Official, you have a right to file a complaint and may appeal the decision by contacting the Office of Equal Opportunity.

3. The individual appealing the denial of an accommodation must submit a copy of the denial notice to the Office of Equal Opportunity, along with supporting documentation provided to support the reasonable accommodation request, and documentation reviewed to support the denial of the request.
4. The letter must include specific reasons for the recommended denial. For example, why the accommodation would result in undue hardship or undue burden. The Deciding Official must explore whether other effective accommodations exist that would not impose undue hardship or undue burden, and may include those recommendations in the final decision letter. Reasons for the recommended denial of a request for reasonable accommodation may include the following:
 - The requested accommodation would not be effective.
 - The requested accommodation is not related to the disability reported.
 - Medical documentation is inadequate to establish that the individual has a disability and/or needs a reasonable accommodation.
 - The requested accommodation would require the removal of an essential function or duty.
 - The cost of the accommodation results in undue burden.
 - The requested accommodation would require the lowering of performance or production standards.
 - The accommodation request may be a direct threat to the health and safety of others.

Requestors Appealing the Reasonable Accommodation Request

Any person requesting a reasonable accommodation (also "Requestor") who believes they were unlawfully denied an accommodation, did not receive an accommodation, or experienced an undue delay in processing and granting an accommodation, may file a complaint of discrimination to report the failure to accommodate.

On receipt of the "decision to deny the reasonable accommodation," the requesting individual may contact the Office of Equal Opportunity to appeal the decision by emailing equalopportunity-group@uri.edu to submit the Civil Rights Complaint Form. The email should include (1) a copy of the accommodation decision or notification letter; and (2) a written statement in support of the appeal describing why the individual believes that a procedural error or substantive error occurred.

If the individual appeals the decision, the Office of Equal Opportunity will:

1. Review the reasonable accommodation request, any supporting medical documentation, and the written justification for recommending the denial of the requested accommodation.
2. Determine whether to uphold or challenge the denial decision.
3. Inform the decision maker and the qualified individual with a disability of the decision in writing, and if revisiting the interactive process is required.

XV. Record Keeping

A confidential record of any complaint, informal or formal, including any resolution or disciplinary actions, will be filed in the Office of Equal Opportunity and retained for seven (7) years, and for as long as the persons are employed by the University, providing there are no recurring incidents, in which case the records will be retained seven (7) years from the last incident.

Recordings of consultations, witness statements, technical assistance meetings with due process considerations, and investigative interviews will be preserved in alignment with the Policy on Nondiscrimination and at the discretion of the Director of the Office of Equal Opportunity.

Special procedures are required if suspension without pay or termination is contemplated for a Respondent who is a member of the faculty collective bargaining unit (see collective bargaining agreement).

Exceptions

None

**Rhode Island Department of Administration
Division of Equity, Diversity and Inclusion (DEDI) Complaint Procedure**



STATE OF RHODE ISLAND
DEPARTMENT OF ADMINISTRATION

Division of Equity, Diversity and Inclusion
State Equal Opportunity Office
One Capitol Hill
Providence, RI 02908-5890
401-222-3090

DISCRIMINATION COMPLAINT PROCEDURE

Handling employee complaints internally is a highly sensitive, multi-faceted process that may involve many people. The purpose of this procedure is to make sure complaints (harassment, discrimination, workplace violence, or retaliation) are investigated in a timely manner and any appropriate corrective action is taken to ensure inappropriate and/or illegal actions and behaviors cease immediately.

The Division of Human Resources Site Operations / Business Partner Team investigates HR-related complaints across Executive Agencies. This includes complaints related to discrimination, harassment, sexual harassment, workplace violence and retaliation.

When the HR Site Operations / Business Partner Team receives a complaint, it will promptly and thoroughly investigate the allegations. The HR Site Operations / Business Partner Team will also maintain regular contact with employees involved in the complaint throughout the process.

How to Report a Complaint

A person may report a complaint orally or in writing to the Division of Human Resources, Site Operations / Business Partner Team or continue to report through any existing channels, including the employee's supervisor or manager, Executive Director of Human Resources, Human Resources Chief of Staff, and the Office of Diversity, Equity and Opportunity (DEDI). The reported complaint will be brought to the Division of Human Resources Site Operations / Business Partner Team who will investigate all complaints.

Employees can report a complaint directly to Human Resources in any of the following ways:

- Complete a Complaint Form - Fillable .pdf available at www.hr.ri.gov
- Phone 1-401-574-8381
- Email: HRInvestigations@hr.ri.gov

An individual may also file a complaint with the Rhode Island Commission for Human Rights or the U.S. Equal Employment Opportunity Commission. If a charge has been filed, either simultaneously or at a later date with Rhode Island Commission for Human Rights or the U.S. Equal Employment Opportunity Commission, the State of Rhode Island may defer to either commission for investigation and any resolution and/or prosecution of any charge.



State of Rhode Island
Division of Human Resources
Site Operations/Business Partner Center of Expertise
COMPLAINT REQUEST

Document:	<u>HRF 01</u>
Date of Issue:	<u>02/16/21</u>
Revision No:	_____
HR Exec Dir:	<u>Kyle A. Adamonis</u>

Complete this form to file a complaint of Discrimination, Sexual Harassment, Domestic Violence/Sexual Assault/Stalking, Workplace Violence or Retaliation. This form may be used for a complaint by an Executive Branch employee.

Once you have submitted the complaint form, you will be contacted by an investigator from the Division of Human Resources Site Operations/Business Partner Center of Expertise (COE). If you do not wish to complete the Complaint Form, or need assistance in doing so, please contact your agency's Human Resources Business Partner or Diversity Officer who can fill out the form on your behalf. Alternatively, you can call the Site Operations/Business Partner COE at 401-574-8381 to make a report by phone.

* = Required Field

Section 1 – Complainant Information

Are you an employee of the State of Rhode Island? * Yes No

Complainant Contact Info

First Name _____	Last Name _____
Title _____	Agency _____
Work Location _____	Work Phone _____
_____	Manager/Supervisor _____
Home Address _____	Home Phone _____
_____	Email Address _____

How do you prefer to be contacted? Email Phone

Section 2 – Person Completing Form

Same as Section 1

Are you an employee of the State of Rhode Island? * Yes No

First Name _____	Last Name _____
Phone _____	Email _____

Section 3 – Complaint Filed Against Information

First Name _____	Last Name _____
Title _____	Agency _____
Work Location _____	



State of Rhode Island
Division of Human Resources
Site Operations/Business Partner Center of Expertise
COMPLAINT REQUEST

Document:	<u>HRF 01</u>
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Revision No:	_____
HR Exec Dir:	_____

Section 4 – Complaint Information

Complaint is being made on the basis of* (Multiple options can be selected).

Discrimination (multiple options can be selected)

<input type="checkbox"/> Race/Ethnicity/Color	<input type="checkbox"/> Disability	<input type="checkbox"/> Age	<input type="checkbox"/> Genetics	<input type="checkbox"/> Pregnancy
<input type="checkbox"/> Military Status	<input type="checkbox"/> Veteran Status	<input type="checkbox"/> Religion	<input type="checkbox"/> Sex	<input type="checkbox"/> National Origin
<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Gender Identity	<input type="checkbox"/> Gender Expression		

Sexual Harassment Workplace Violence Retaliation

Summary of Complaint – Please describe what happened to you, indicating the date or dates when it occurred, names of persons involved, and what harm, if any was caused to you as a result. *Please continue on separate sheet of paper, if necessary.*

Date of First Incident _____ Date of Last or Most Recent Incident _____



State of Rhode Island
 Division of Human Resources
 Site Operations/Business Partner Center of Expertise
COMPLAINT REQUEST

Document:	<u>HRF 01</u>
Date of Issue:	<u>02/16/21</u>
Revision No:	_____
HR Exec Dir:	_____

Section 5 – Witnesses Information

Please list below any persons (co-workers, supervisors, others) who were witness to or can provide information pertaining to your complaint.

To Whom has this been reported

It has not been reported to anyone

It has been reported to the following people

Incident Reported to

Full Name _____	Title _____
Agency _____	Manager/Supervisor _____
Phone _____	Email _____

Full Name _____	Title _____
Agency _____	Manager/Supervisor _____
Phone _____	Email _____

Section 6 -- Attachments

Please provide any supporting documents.

Complainant Signature	Date
_____	_____

**State of Rhode Island Department of Administration
Sexual Harassment Guidelines**

State of Rhode Island Guidelines For Preventing Sexual Harassment

Harassment on the basis of sex is a violation of RIGL 28-5.1 and Executive Order No. 05-01. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual 's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

In determining whether alleged conduct constitutes sexual harassment, the Division of Human Resources will look at the record as a whole and at the totality of the circumstances, such as the nature of the sexual advances and at the legality of a particular action. A determination of what constitutes sexual harassment will be made from the facts, on a case-by- case basis.

The appointing authority is responsible for the acts of its agents and supervisory employees with respect to sexual harassment, regardless of whether or not the specific acts complained of were authorized or even forbidden by the appointing authority and regardless of whether or not the appointing authority knew or should have known of their occurrence. The Division of Human Resources will examine the circumstances of the particular employment relationship and the job functions performed by the individual in determining whether or not the individual is serving in either a supervisory or agency capacity.

With respect to persons other than those mentioned in the previous paragraph, an appointing authority is responsible for acts of sexual harassment in the workplace where that appointing authority or its agents or supervisory employees knew or should have known of the conduct. An appointing authority may rebut apparent liability for such acts by showing that it took immediate and appropriate corrective action.

Prevention is the best tool for the elimination of sexual harassment. An appointing authority should take all steps necessary to prevent sexual harassment from occurring such as affirmatively raising the subject of sexual harassment, expressing strong disapproval, developing appropriate sanctions, informing the employees of their right to raise and how to raise the issue of harassment and developing methods to sensitize all concerned.

If any State Employee believes that they have been sexually harassed, they may contact:

DIVISION OF HUMAN RESOURCES
(401) 574-8381
HRInvestigations@hr.ri.gov

Revised (2023)

University of Rhode Island Policy on Sexual Misconduct
University of Rhode Island Procedures for the Policy on Sexual Misconduct

Policy on Sexual Misconduct

Policy Title	Policy on Sexual Misconduct
Policy #	01.001.4
Policy Owner	University of Rhode Island Board of Trustees
Contact Information	Questions about this policy should be directed to the Title IX Coordinator at (401) 874-5780
Approved By	University of Rhode Island Board of Trustees
Effective Date	February 13, 2026
Next Review Date	No later than February 28, 2031
Who Needs to Know About this Policy	All faculty, staff, students, and Affiliates of the University as well as University vendors and contractors with a presence on University Property.
Definitions <i>Defined terms and shorthand references are capitalized throughout.</i>	<p>Complainant. An individual who is alleged to be the subject of conduct that could constitute Sexual Misconduct.</p> <p>Respondent. An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Misconduct.</p> <p>Sexual Misconduct. An umbrella term covering any unwelcome behavior or attempted behavior of a sexual nature that is enacted on another person without that person's consent.</p> <p>University Affiliate. Any individual who is not a faculty member, staff, or student who otherwise has a formal relationship with the University, including but not limited to visiting scholars, visiting students, research fellows, professional program participants, club sports coaches, and volunteers as well as employees and associates of the URI Foundation and Alumni Engagement, URI Research Foundation, and members of the University of Rhode Island Board of Trustees. Vendors and contractors are not considered University Affiliates, except for those with an ongoing presence on the University campus as regular operations support staff.</p> <p>University Property. Property belonging to the State of Rhode Island and held in trust by the University of Rhode Island Board of Trustees; property held by the University or any of its component units in its own name; and property owned by third parties but assigned to, occupied by, or managed by the University or any of its component units.</p> <p>University-Related Activity. Any activity undertaken by University faculty, staff or students, by recognized student groups, or by contractors or agents of the University on behalf of the University, which relate in whole or in part to any academic, research, public service, administrative, or other function or</p>

	purpose performed under the auspices of the University, or in pursuance of University employment-related obligations, University academic or curricular programs, or recognized University extracurricular activities.
Statutes, Regulations, and Policies Governing or Necessitating This Policy	<p>Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. § 1681 et seq. and its implementing regulations at 34 C.F.R. 106</p> <p>Title VII of the Civil Rights Act of 1964 ("Title VII"), 42 U.S.C. § 2000e et seq.</p> <p>Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 ("The "Clery Act"), 20 U.S.C. §1092(f) and its implementing regulations at 34 C.F.R. 668.46</p> <p>Violence Against Women Reauthorization Act of 2013 ("VAWA"), 34 U.S.C. §12291 et seq.</p> <p>R.I.G.L. § 28-5-7 (Rhode Island Fair Employment Practices Act)</p> <p>R.I.G.L. §§ 11-37 (Sexual Assault) 11-59 (Stalking); 12-29 (Domestic Violence Prevention Act); 16-21-30 (Dating Violence Policy)</p> <p>University of Rhode Island Student Handbook</p> <p>University Manual</p>
Reason for Policy / Purpose	To eliminate, prevent, and address conduct that constitutes Sexual Misconduct at the University. This policy describes the prohibited conduct, sets standards by which the University will manage allegations regarding Sexual Misconduct, and defines roles and responsibilities for all parties involved.
Forms Related to this Policy	Sexual Misconduct Reporting Form https://web.uri.edu/titleix/report/

Policy Statement

The University of Rhode Island is committed to maintaining an environment free from discrimination. Consistent with that commitment, the University prohibits all forms of discrimination in all University programs and University-Related Activities. The University has implemented this policy specifically to address Sexual Misconduct, which is one form of sex-based discrimination. This policy is intended to: (1) describe the types of conduct that will be considered to be prohibited Sexual Misconduct; (2) set forth the reporting obligations pertaining to Sexual Misconduct; and (3) identify University personnel and resources available to individuals who experience, witness, or discover acts of Sexual Misconduct.

Sexual Misconduct corrupts the integrity of the educational process and is contrary to the mission and values of the University. It will not be tolerated. All students; faculty; staff; administrators; Affiliates; visitors to campus; guests on campus; and the agents, representatives, and employees of vendors, suppliers, and contractors are strictly prohibited from engaging in Sexual Misconduct. The University will investigate all allegations of Sexual Misconduct and take immediate responsive action.

The Assistant Vice President for Enterprise Risk Management and Title IX Coordinator, in close consultation with relevant campus stakeholders, is responsible for developing, publishing, and revising from time to time the Procedures needed to implement this policy in compliance with applicable law. Reporting, investigation, and

resolution procedures are set forth in the Procedures accompanying this policy.

In addressing allegations of Sexual Misconduct, the University complies with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs and activities; Title VII of the Civil Rights Act, which prohibits discrimination, including discrimination on the basis of sex, in employment; the Violence Against Women Reauthorization Act of 2013 (VAWA); the Clery Act; and applicable state laws, including the Rhode Island Fair Employment Practices Act and the Rhode Island Civil Rights Act of 1990.

This policy applies regardless of the Complainant's or Respondent's sex, gender identity or expression, sexual orientation, marital status, age, race, ethnicity, national origin, religion, disability status, veteran status, immigration status, or citizenship status.

I. Definitions and Scope of Sexual Misconduct

Sexual Misconduct is any unwelcome behavior or attempted behavior of a sexual nature that is enacted on another person without that person's consent. Sexual Misconduct need not be intentional. The intent of the person who is alleged to have committed such behavior may not be relevant to determining whether a violation has occurred. The University will evaluate the totality of circumstances from the perspective of a reasonable person in the Complainant's position.

Sexual Misconduct can arise from many different types of unwelcome verbal, nonverbal, physical, and online conduct ranging from sexual gestures or teasing to sexual assault, sexual violence, domestic and dating violence, stalking, and other coercive activity. Examples of such conduct and behaviors that may lead to a finding of Sexual Misconduct include, but are not limited to, the following:

- Verbal: Sexual remarks, comments, jokes and innuendos, communicating unwelcome stories about someone's sexual life, and propositions or pressure for sexual contact.
- Non-verbal: The display of sexually explicit stares, gestures, or suggestive pictures, including secretly video recording sexual acts or objects.
- Physical: Unwanted touching, patting, grabbing, or pinching, including sexual assault, domestic violence, dating violence, stalking, and rape.
- Online: Sexual voyeurism, unwanted sexual exposure, distribution of recordings without consent, or cyberstalking via email, text, social media, or any other online/digital platform or service.

This policy applies to all such conduct occurring on University Property; at or during a University-Related Activity; or that otherwise relates to or could impact upon any aspect of the University's educational programs and activities, including, but not limited to, employment, admissions, academics, athletics, and student services.

Sexual Misconduct includes, but is not limited to: (a) "Sexual Harassment" as that term is defined under Title IX; (b) "Sexual Harassment" as that term is defined under Title VII; (c) "Sexual Exploitation"; (d) "Sexual Violence"; (e) "Dating Violence"; (f) "Domestic Violence"; and (g) "Stalking."

A. Sexual Harassment Defined Under Title IX: Sexual Harassment under Title IX means conduct on the basis of sex, occurring within the United States, which satisfies one or more of the following categories:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or

3. (3) "Sexual assault" as defined in the Clery Act, or "dating violence," "domestic violence," or "stalking" as defined in VAWA.

In order to trigger the requirements of Title IX, the Complainant must be participating in or attempting to participate in an education program or activity of the University at the time a formal complaint (as that term is defined in the Title IX implementing regulations and as set forth in the Procedures accompanying this policy) is filed.

- B. Sexual Harassment in Employment as Defined Under Title VII:** Sexual harassment in employment as defined under Title VII is defined as unwelcome sexual advances, requests for sexual favors, and any other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct is so severe, persistent, or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

In determining whether a hostile environment exists, the University will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected. A person's adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

- C. Sexual Exploitation:** Sexual exploitation is a type of Sexual Misconduct that means purposefully taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present. This includes, but is not limited to, the following actions (including when they are done via electronic means, methods, or devices):

- Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's consent;
- Indecent or lewd exposure or inducing others to expose themselves when consent is not present;
- Recording any person engaged in sexual or intimate activity in a private space without that person's consent;
- Distributing personal sexual information, images, or recordings about another person without that person's consent (applies even if originally obtained with consent);
- Making available or distributing rendered, altered, and/or AI-generated content or media intended to portray, suggest, or invoke the likeness of the sexual or intimate activity of another person without that person's consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs;
- Prostituting another person; or
- Knowingly transmitting a sexually transmitted disease to another person through sexual activity when that person has not consented to engage in such sexual activity.

- D. Sexual Violence:** Sexual violence includes sexual assault, sexual battery, sexual coercion, and rape. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent because of their temporary or permanent mental or physical incapacity, because they are below the minimum age of consent in the applicable jurisdiction, or because of their incapacitation due to the use of drugs and/or alcohol. A single instance of sexual violence may be sufficiently severe to deny or limit a person's ability to participate in or benefit from the University's programs or activities, and, therefore, constitute Sexual Misconduct.

Verbal misconduct or any misconduct not involving unwanted sexual touching does not constitute sexual violence under this policy, but may constitute another form of Sexual Misconduct.

Sexual violence includes:

- Sexual assault: sexually penetrating, attempting to sexually penetrate, or having sexual contact with another individual by force or threat of force; without consent; or where the individual is incapacitated.
 - Sexual battery: The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
 - Rape: penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ, without consent.
 - The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation, or disrobing or exposure of another without consent.
- E. Domestic Violence:** Domestic violence includes acts of violence committed by: (a) a current or former spouse or intimate partner of a Complainant; (b) a person with whom the Complainant shares a child in common; (c) a person who is residing with or has resided with the Complainant as a spouse or intimate partner in the prior three (3) years; (d) a person similarly situated to a spouse or the Complainant under Rhode Island law; (e) any other person against an adult or youth who is protected from that person's acts under Rhode Island law.
- F. Dating Violence:** Dating violence means violence committed by a person: (i) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (ii) where the existence of such a relationship shall be determined based on a consideration of the following factors:
- Length of the relationship;
 - The type of the relationship; and
 - The frequency of interaction between the persons involved in the relationship.

Dating violence includes, but is not limited to, behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control their dating partner.

- G. Stalking:** Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others; or (b) suffer substantial emotional distress.

For the purposes of this definition, "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means (including social media) follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

"Reasonable person" means a reasonable person under similar circumstances and with similar identities to

the Complainant.

"Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking includes cyberstalking, which is a form of stalking occurring in electronic media such as the Internet, social networks, blogs, cell phones, texts, or emails that are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Examples of stalking include: unwelcome and repeated visual or physical proximity to a person; repeated oral or written threats; unwelcomed/unsolicited written communications, including letters, cards, texts, emails, instant messages, or messages on social media or message bulletin boards.

- H. Consent:** Consent is a mutual, voluntary, and informed agreement to participate in specific sexual acts with another person that is not achieved through manipulation, force, or coercion of any kind and that requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct, or action, indicating that an individual has freely chosen to engage in the specific sexual acts. A verbal "no" constitutes lack of consent, even if it sounds insincere or indecisive.

Impairment or incapacitation due to alcohol and/or drug use, permanent/temporary psychological or physical disability, and being below the age of consent (age sixteen [16] in Rhode Island) are factors that detract from or make consent impossible.

Silence or an absence of resistance does not imply consent, and consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act. Consent may be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop.

- "Force" is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual activity. There is no requirement that a party resists the sexual advance or request, but resistance shall be viewed as a clear demonstration of non-consent.
- "Coercion" is the use of pressure to compel another individual to initiate or continue sexual activity against an individual's will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity.
- "Incapacitation" means the person is incapable of giving consent. A person is incapacitated if they are in a physical or mental state that makes them unable to make a knowing and voluntary choice to engage in the specific sexual acts. A person may become incapacitated due to many factors, including the use of alcohol and/or drugs, or when the person is asleep or unconscious, or due to intellectual or other disability. When determining incapacitation, the inquiry is whether a sober, reasonable person should have known that the person was incapacitated and could not provide consent. One's own intoxication is not an excuse for failure to recognize another person's incapacitation.

Sexual contact while under the influence of alcohol or other drugs poses a risk to all parties. Alcohol and drugs impair a person's decision-making capacity, awareness of the consequences, and ability to make informed judgments. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication. If there is any doubt as to the level or

extent of the other person's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.

No single factor is determinative of incapacitation. Common signs that someone is incapacitated may include: slurred speech, confusion, bloodshot eyes, the smell of alcohol on breath, unsteadiness when walking, vomiting, unusual behavior, etc.

- II. Title IX Statement and Coordinators:** It is the policy of the University to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the University's educational programs and activities, including employment and admissions.

The Title IX Coordinator and Deputy Title IX Coordinators are responsible for the oversight and implementation of this policy. The contact information for the Title IX Coordinator is:

Address: Room 104 Carlotti Administration Building, 75 Lower College Road, Kingston, RI 02881

Phone Number: 401-874-5780

Email: tixc@etal.uri.edu

III. Reporting Allegations of Sexual Misconduct

All reports of Sexual Misconduct must be submitted to one of the following individuals:

- The University's Title IX Coordinator. The Title IX Coordinator is the University official charged with coordinating compliance with Title IX and its implementing regulations.
- A designated Deputy Title IX Coordinator.
- An Official with Authority, who is a University officer who has authority to institute corrective measures, specifically: the President, the Provost, Vice Presidents, Deans, and the Vice President for Human Resources.

Specific information regarding reporting procedures can be found in the Procedures accompanying this policy.

The University encourages individuals to report Sexual Misconduct immediately. However, the University realizes that individuals who have been subjected to sexual misconduct may desire to maintain confidentiality. A person who wishes to talk confidentially about their situation may contact the confidential resources identified in the Procedures accompanying this policy. Additionally, individuals who have been subjected to sexual offenses may also seek help from off-campus organizations that have trained professionals able to provide assistance. Off-campus resources are also identified in the Procedures accompanying this policy. However, these organizations are not associated with the University and therefore disclosure will not trigger a University investigation into the incident.

Unless designated as a confidential resource, the University encourages all members of the University community to report any and all instances of possible Sexual Misconduct, even if they are unsure whether the conduct rises to the level of a violation of this policy.

It is a violation of this policy to retaliate against any member of the University community who reports or assists in making a report of Sexual Misconduct or who participates in the investigation of a report in any way. Persons who believe they have experienced retaliation in violation of this policy should make a report in the manner set forth above in this section.

IV. Applicable Procedures Under This Policy

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The University will investigate all reports of Sexual Misconduct. Upon receipt of a report of Sexual Misconduct, the Title IX Coordinator will review the allegations and determine the applicable procedures, which will depend upon: (1) the status of the Complainant; (2) the status of the Respondent; (3) the location of the alleged conduct; and (4) the nature of the allegations.

- Formal complaints of Sexual Harassment that meet the applicable definitions under Title IX, as set forth in the Procedures accompanying this policy, will follow the process prescribed by the Title IX regulations published on May 19, 2020 by the US Department of Education and set forth in the Procedures that accompany this policy, as amended from time to time.
- Reports of Sexual Misconduct not under the jurisdiction of Title IX that involve students will be addressed under the University Student Conduct System as outlined at <https://web.uri.edu/studentconduct/conduct-system/> and in the Student Handbook.
- Reports of Sexual Misconduct where the alleged conduct falls within the definition of sex discrimination under Title VII will be investigated by the Office of Equal Opportunity.
- All other reports of Sexual Misconduct, including those involving Affiliates, contractors, vendors, guests, or visitors, will follow the process set forth in the Procedures accompanying this policy.

If a report of Sexual Misconduct is found to be substantiated, the University will take appropriate corrective, disciplinary, and remedial action to stop the inappropriate conduct, address its effects, and prevent its recurrence.

In certain instances, the University is required to report the outcomes of investigations regarding sexual misconduct under this policy, particularly instances where an employee is placed on administrative leave or has modified employment, to state or federal agencies that are providing support to the University, including research grants and other sponsored awards.

V. Roles and Responsibilities of University Community Members

- A. Title IX Coordinator:** It is the responsibility of the Title IX Coordinator to: (1) receive complaints of Sexual Misconduct under this policy, either directly or indirectly; (2) refer complaints that fall within the jurisdiction of Title IX to the Title IX process and refer complaints that do not fall under Title IX to the appropriate process; (3) oversee the applicable processes of responding to Sexual Misconduct complaints; (4) oversee the University's Sexual Misconduct prevention education and training programs; (5) identify and address any patterns or systemic problems that arise during the review of Sexual Misconduct complaints; (6) assist members of the University community in understanding that Sexual Misconduct is prohibited by this policy; (7) answer questions about this policy; (8) ensure that employees and students are aware of the procedures for reporting and addressing complaints of Sexual Misconduct; (9) monitor full compliance with the requirements and timelines specified in the Procedures adopted under this policy; (10) conduct periodic campus climate surveys; and (11) compile an annual report on incidents of Sexual Misconduct.

The Title IX Coordinator may consult with other University officials and legal counsel as necessary when carrying out duties under this policy.

- B. Deputy Title IX Coordinators:** It is the responsibility of the Deputy Title IX Coordinators to: (1) assist members of the University community in understanding that Sexual Misconduct is prohibited by this policy; (2) answer questions about this policy; (3) ensure that employees and students are aware of the procedures for reporting and addressing complaints of Sexual Misconduct; (4) implement or designate appropriate persons to implement the Procedures adopted under this policy; and (5) provide regular updates and information to the Title IX Coordinator.

It is further the responsibility of the Deputy Title IX Coordinator for Education, Prevention, & Outreach to coordinate dissemination of information and education and training programs.

The Deputy Title IX Coordinators may consult with other University officials and legal counsel as necessary when carrying out their duties under this policy.

- C. Administrators, Deans, and Other Managers:** It is the responsibility of administrators, deans, and other managers (i.e., those that formally supervise other employees) to:
- Ensure any employees under their supervision are informed of this policy;
 - Work with the Title IX Coordinator and Deputy Title IX Coordinators to implement education and training programs for employees and students; and
 - Implement any corrective actions that are imposed as a result of findings of a violation of this policy.
- D. All Employees:** It is the responsibility of all employees to review this policy and comply with it.
- E. Students:** It is the responsibility of all students to review this policy and comply with it.

VI. Amnesty

The health and safety of every student at the University is of utmost importance. The University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that an incident of violence occurs, including, but not limited to, domestic violence, dating violence, stalking, or sexual assault, may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University strongly encourages students to report incidents of violence to institution officials. The reporting party, a bystander acting in good faith, or a reporting individual acting in good faith who discloses any incident of violence to the University or law enforcement will not be subject to the University's student conduct code for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the incident of violence.

VII. Academic Freedom

While the University is committed to the principles of free inquiry and free expression, conduct constituting Sexual Misconduct is neither legally protected expression nor the proper exercise of academic freedom.

VIII. Review

This policy is maintained by the University's Title IX Coordinator. The Title IX Coordinator will review this policy regularly, with the assistance of the Deputy Title IX Coordinators and legal counsel. The review will capture evolving legal requirements, evaluate the supports and resources available to the parties, and assess the effectiveness of the Procedures accompanying this policy. The review will incorporate an aggregate view of reports, resolutions, and climate.

IX. Distribution

This policy will be disseminated widely to the University community through email communication, the University's website, inclusion in orientation programs for employees and new students, and through other appropriate channels of communication.

Nothing in this policy or associated materials should be interpreted so as to limit the University's right to resolve, investigate, and/or take disciplinary action against any improper conduct of a sexual nature even though such conduct is not of the type, severity, or pervasiveness that constitutes Sexual Misconduct as defined in this policy.

Exceptions

None

Policy Review and Revisions

(Versions earlier than the first policy number may be paper only)

Policy #	Effective Date	Reason for Change	Changes to Policy
01.001.1	August 14, 2020	n/a	n/a
01.001.2	February 1, 2021	Scheduled Review	Textual changes for clarity.
01.001.3	April 22, 2022	Review	Clarification on applicability to Affiliates, contractors, vendors and University reporting obligations; clarification regarding Deputy Coordinators.
01.001.3b	April 22, 2022	Required clarifications	Ministerial clarifications and new information on Title IX Coord.
01.001.4	February 13, 2026	Changes to federally defined terms.	Amended definitions relating to sexual battery and fondling.

PROCEDURES for Policy on Sexual Misconduct

Effective Date: September 14, 2022

I. Policy # 01.001.3

II. Introduction

The University's Sexual Misconduct Policy prohibits Sexual Misconduct. Sexual Misconduct is any form of sexually based behavior by students, faculty, staff, administrators, affiliates, visitors, guests, and agents, representatives and employees of contractors or vendors, which has the effect of denying someone participation in or the benefits of any University program or activity.

These procedures, as amended from time to time, have been established to ensure compliance with the above policy with respect to Sexual Harassment prohibited by Title IX of the Education Amendments of 1972 and to Sexual Misconduct alleged to have been perpetrated by parties other than students, faculty or staff. Other procedures will apply to other forms of Sexual Misconduct not covered by Title IX; such as Sexual Harassment as defined by Title VII and Sexual Misconduct covered by the Student Handbook.

Questions regarding these procedures should be directed to the Title IX Coordinator.

III. Reporting Sexual Misconduct

Any person may trigger the University's response obligations by reporting sexual misconduct to the Title IX Coordinator, to a Deputy Title IX Coordinator, or Official with Authority.

The Title IX Coordinator is Assistant Vice President for Enterprise Risk Management Kara Larsen:

Carlotti Administration Building, Room 114
75 Lower College Road
Kingston, RI 02881
401-874-5593
tixc@etal.uri.edu

The following are Deputy Title IX Coordinators:

- Dorca Paulino-Smalley, Director Office of Equal Opportunity, 201 Carlotti Administration Building, 75 Lower College Road
401-874-4929
dorca_paulino@uri.edu
- Keith Labelle, Deputy Title IX Coordinator for Education, Outreach & Training, Tootell 125G, 3 Keaney Road
401-874-5222
klabelle@uri.edu
- Kacey Light, Chief NCAA Compliance Officer
NCAA Compliance Office, 3 Keaney Road, Suite One
401-874-5457
klight@uri.edu

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- Matt Bodah, Vice Provost
Office of the Provost, Green Hall
401-874-2497
mbodah@uri.edu
- Kathleen Shannon, Assistant to the VPR for Strategic Initiatives
Division of Research and Economic Development
401-874-2408
kshannon11@uri.edu
- Danielle Dennis, Interim Dean College of Education and Professional Studies, Providence Campus
401-277-5489
danielle_dennis@uri.edu
- David Smith, Associate Dean Academic Affairs, Graduate School of Oceanography, Narragansett Bay Campus
401-874-6172
dcsmith@uri.edu

The following are Officials with Authority:

- President – 401-874-4209
- Provost and Vice President for Academic Affairs– 401-874-4410
- Vice President for Administration & Finance – 401-874-2433
- Vice President for Research & Economic Development – 401-874-4576
- Vice President for Student Affairs – 401-874-2427
- Assistant Vice President, Human Resource Administration – 401-874-5270
- Dean, Admissions – 401-874-7100
- Dean, Graduate School of Oceanography – 401-874-6222
- Dean, University Libraries – 401-874-4602
- Dean, Graduate School – 401-874-9480
- Dean, College of Business – 401-874-4348
- Dean, College of Environment & Life Sciences – 401-874-2957
- Dean, College of Pharmacy – 401-874-5003
- Dean, College of Health Sciences – 401-874-9330
- Dean, University College for Academic Success – 401-874-5505
- Dean, College of Arts & Sciences – 401-874-4104
- Dean, College of Education and Professional Studies – 401-874-5489
- Dean, College of Nursing – 401-874-5324
- Dean, College of Engineering – 401-874-2186

The person who reports does not need to be the Complainant (*i.e.*, the person alleged to be the victim); a report may be made by “any person” who believes that Sexual Misconduct may have occurred and requires a response by the University.

The Complainant retains control over whether, and when, they want the University to respond to the Sexual Misconduct experienced by the Complainant.

The following are confidential resources available to a Complainant:

- Violence Prevention and Advocacy Services (VPAS): 401-874-9131
The offices are located in the Potter Building
- Counseling Center: 401-874-2288
The offices are located in Roosevelt Hall, Room 217

- Health Services: 401-874-2246
The Health Services clinic is located in the Potter Building
- Psychological Consultation Center: 401-874-4261
The Center is located in the Chafee Building
- URI Chaplains Association: 401-874-2740
The offices are located at 6 Fraternity Circle

Victims of sexual offenses may also file a criminal complaint with law enforcement.

- University of Rhode Island Police Department: 401-874-2121 (Emergency);
401-874-4910 (Non-Emergency)
The Police Department is located at 85 Briar Lane
- Local Law Enforcement: 911

Victims of sexual offenses may also seek help from off-campus organizations that have trained professionals able to provide assistance to victims of Sexual Violence. These organizations are not associated with the University and therefore disclosure will not trigger a University investigation into the incident. Victims may contact the following organizations for assistance:

- Day One: 1-800-994-4100 (24/7 support)
- State Victim of Crimes Helpline: 1-800-494-8100
- Women's Resource Center of South County: 401-782-3990
- South County Hospital ER: 401-782-8010
- Women & Infants Hospital: 401-274-1100
- Rhode Island Coalition Against Domestic Violence: 401-467-9940

IV. Response to a Report of Sexual Misconduct

- A. Upon receiving a report of Sexual Misconduct, the Title IX Coordinator or a designated Deputy Title IX Coordinator will conduct a preliminary assessment to determine:
- Whether the conduct, as reported, falls or could fall within the scope of the Policy; and
 - Whether the conduct, as reported, constitutes or could constitute Sexual Harassment under Title IX.

As part of the preliminary assessment, the Title IX Coordinator or designated Deputy may take investigative steps to determine the identity of the Complainant, if such identity is not apparent from the report.

If the Title IX Coordinator or designated Deputy determines that the conduct reported could not fall within the scope of the Policy, and/or could not constitute Sexual Harassment under Title IX, even if investigated, the Title IX Coordinator or designated Deputy will close the matter and may notify the reporting party if doing so is consistent with the Family Educational Rights and Privacy Act ("FERPA").

The University will investigate reports of Sexual Misconduct against students that do not meet the definition of Sexual Harassment under Title IX in accordance with procedures described in the Student Handbook.

Reports of Sexual Misconduct involving employees that do not meet the definition of Sexual Harassment under Title IX will be investigated in accordance with procedures established by the Human Resource Administration and the Office of Equal Opportunity.

If the Title IX Coordinator or designated Deputy determines that the conduct reported could fall within the scope of the Policy, the Title IX Coordinator or designated Deputy will proceed to contact the Complainant to discuss supportive measures, as set forth in Part B of this Section. The Title IX Coordinator or designated Deputy will consider the Complainant's wishes regarding supportive measures and will inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint. The Title IX Coordinator or designated Deputy will also explain the process of filing a formal complaint and provide options for filing complaints with the local and State police and provide information about resources that are available on campus and in the community.

B. Supportive measures

1. Supportive measures are available to both the Complainant and Respondent and will be offered regardless of whether a formal complaint is filed.
2. Services are individualized, i.e., tailored to the unique circumstances of the party and are measures designed to restore or preserve access to the University's education program or activity, including measures designed to protect the safety of all parties or the education environment, or deter Sexual Misconduct.

The University will determine the reasonableness, necessity, and scope of any supportive measures, which may include:

- **No Contact Order:** A Reporting Party or Responding Party may request, or the University may impose, communication and contact restrictions to prevent further potentially harmful interaction. These communications and contact restrictions generally preclude in-person, telephone, electronic, or third party communications.
- **Academic, Employment or Residence Modifications:** A Reporting Party or Responding Party may request an academic or employment accommodation or a change in residence after a report of Sexual Misconduct. An individual who requests assistance in changing their academic or living situation after an incident of Sexual Misconduct will receive appropriate and reasonably available accommodations. These may include:
 - Change of residence hall room;
 - Change in work assignment or schedule;
 - Providing an escort to facilitate safe movement between classes and activities;
 - Academic accommodations, including a change in class schedule, taking an incomplete, dropping a course without penalty, providing an academic tutor, extending deadlines for assignments, rescheduling exams and assignments, providing alternative course completion options, or allowing a voluntary leave of absence; or
 - Providing medical services available through the University clinic.
- **Emotional Support:** Counseling and emotional support is available to any student through the Counseling Center free of charge. The University will also assist in providing a referral to off campus agencies.
- **Interim Separation:** Where the report of Sexual Misconduct poses an ongoing risk of harm to the safety or well-being of an individual or members of the campus community, the University may place an individual or organization on interim suspension or impose leave for an employee. Pending resolution of the complaint, the individual or organization may

be denied access to campus. When interim suspension or leave is imposed, the University will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

3. Supportive measures will not be punitive, disciplinary, or unreasonably burdensome against any party.
4. If the Respondent is a student, the University may remove the Respondent from an education program or activity on an emergency basis, with or without a pending grievance process, but the Respondent will be given notice and an opportunity to challenge the removal.
5. The University will attempt to keep the supportive measures confidential unless doing so will impair the University's ability to provide them.

V. Filing a Complaint

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail using the following contact information:

Address: Room 114 Carlotti Administration Building
75 Lower College Road
Kingston, RI 02881
Phone Number: 401-874-5593
Email: tixc@etal.uri.edu

Or online at

<https://web.uri.edu/titleix/report/>

The Title IX Coordinator may, in her discretion, file a formal complaint on the Complainant's behalf.

If a Complainant proceeds with filing a formal complaint, the Title IX Coordinator or designated Deputy will determine whether, at the time the complaint is filed, the Complainant was participating in or attempting to participate in the University's education program or activity; whether the alleged conduct occurred in the United States; and whether the alleged conduct meets the definition of Sexual Harassment under Title IX. If these criteria are met, the Title IX grievance process will be started.

Education program or activity includes all the operations of the University, including locations, events, or circumstances over which the University exercises substantial control over both the Respondent and the context in which the alleged sexual harassment occurs, and includes any building owned or controlled by a student organization that is officially recognized by the University.

If the above criteria are not met, the Title IX Coordinator or designated Deputy will refer the allegation to the appropriate alternative process. For complaints involving students, the Title IX Coordinator will refer the allegation to the Office of Student Affairs. For complaints involving employees, the Title IX Coordinator will refer the allegation to the Office of Equal Opportunity.

Upon receipt of a complaint, written notice will be provided to the parties. The notice will include the following information:

- specific details about the alleged incident of Sexual Harassment, including the identities of parties involved, conduct alleged to constitute sexual harassment, date and location
- time to prepare a response to the allegations
- the respondent is presumed not responsible and that a determination of responsibility is

- made at the conclusion of the grievance process
- the parties have the right to an advisor of their choice, who may be an attorney
- the parties may inspect and review evidence
- the parties are not prohibited from discussing the allegations or gathering evidence and they will have an equal opportunity to present relevant evidence that they gather
- the parties will be provided advance written notice when invited or expected to participate in an interview, meeting, or hearing
- time frames for different steps of the grievance process
- the provision in the code of conduct that prohibits making knowingly false statements or knowingly submitting false information during the grievance process
- retaliation prohibited
- option for informal resolution process

The Title IX Coordinator may dismiss a complaint if:

- the Complainant notifies the Title IX Coordinator in writing that the Complainant wishes to withdraw it,
- the Respondent is no longer enrolled or employed by the University, or
- specific circumstances prevent the University from gathering evidence sufficient to reach a determination on the Complaint.

The Title IX Coordinator must dismiss the complaint if:

- The conduct alleged in the complaint would not constitute Sexual Harassment under Title IX, even if proved; or
- The conduct alleged in the complaint falls outside the scope of the Policy (i.e., because the alleged conduct did not occur in the University's education programs or activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

The University may consolidate Formal Complaints as to allegations of Sexual Harassment under Title IX against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

Only the Title IX Coordinator is authorized to initiate the grievance process against the wishes of a Complainant by signing a formal complaint.

VI. Grievance Process

A. Investigation

- The University will investigate the allegations made in the complaint using an objective outside investigator. The investigator will gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence.
- The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the University and not with the parties.
- The parties have equal opportunity to have others present during any investigative interview or meeting, including the opportunity to be accompanied by the advisor of their choice, who may be, but is not required to be, an attorney; The University will not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or interview; however, the

University may establish restrictions regarding the extent to which the advisor may participate in the proceeding, but such restrictions will apply equally to both parties.

4. The University cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so.
5. The parties are not restricted from discussing the allegations under investigation or gathering and presenting relevant evidence to the Investigator.
6. A party whose participation is invited or expected at an investigative interview or meeting will be provided written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.
7. Both parties will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.
8. Prior to completion of the investigative report, the University will send to each party, and the party's advisor, if any, at least 10 days prior to any hearing, the evidence for inspection and review in an electronic format or a hard copy. The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not photograph or disseminate the evidence to the public.
9. The parties will have 10 days to submit a written response, which the Investigator will consider prior to completion of the investigative report.
10. After the period for the parties to provide any written response as specified above has expired, the investigator will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, lists material facts on which the parties agree, and lists material facts on which the parties do not agree. When the investigation report is complete, the investigator will transmit a copy to the Title IX Coordinator. The Title IX Coordinator will also transmit the investigation report to each party and their advisor, in either electronic or hard copy form. The parties and their advisors are provided the report for the purposes of this complaint resolution process and may not disseminate the report to the public.

B. Hearing

1. Hearing Officer

After receipt of the investigation report, the Title IX Coordinator will promptly appoint a hearing officer who will oversee the hearing process. The hearing officer may be internal or external to the University depending on the circumstances. The hearing officer will preside over the hearing, determine the relevancy of questions or evidence and rule on objections.

The Title IX Coordinator will call for a hearing panel to hear the evidence and render a determination of responsibility for the allegations at the conclusion of the hearing process.

The Title IX Coordinator will see that the hearing officer is provided a copy of the investigation report and a copy of all evidence transmitted to the parties by the investigator.

2. Notice of Hearing and Opportunity to Respond to the Investigation Report

After the hearing officer is appointed by the Title IX Coordinator, the hearing officer will promptly transmit written notice to the parties notifying the parties of the hearing officer's appointment; setting a deadline for the parties to submit any written response to the investigation report; setting a date for the pre-hearing conference; setting a date and time for the hearing; and providing a copy of the University's Hearing Procedures.

Neither the pre-hearing conference, nor the hearing itself, may be held any earlier than ten (10) calendar days from the date of transmittal of the written notice of hearing.

A party's written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history, or for any other reason;
- A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the hearing officer;
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the hearing officer;
- Any objection that the party has to the University's Hearing Procedures;
- Any request that the parties be separated physically during the pre-hearing conference and/or hearing;
- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing;
- The name and contact information of the advisor who will accompany the party at the pre-hearing conference and hearing;
- If the party does not have an advisor who will accompany the party at the hearing, a request that the University provide an advisor for purposes of conducting cross-examination.

A party's written response to the investigation report may also include:

- Argument regarding whether any of the allegations in the complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the complaint constitute Sexual Harassment under Title IX.

3. Pre-Hearing Conference

Prior to the hearing, the hearing officer will conduct a pre-hearing conference with the parties and their advisors. During the pre-hearing conference, the hearing officer will discuss the hearing procedures with the parties; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of

attendance; and resolve any other matters that the hearing officer determines, in the hearing officer's discretion, should be resolved before the hearing.

4. Notices of Attendance

After the pre-hearing conference, the hearing officer will transmit notices of attendance to any University employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the hearing officer immediately if there is a material and unavoidable conflict.

The recipient of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The University will not issue a notice of attendance to any witness who is not an employee or a student. It is the responsibility of the parties to procure the attendance of any such witness.

5. Conduct of proceeding

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. Generally, the hearing will be conducted with the hearing officer, the hearing panel, the parties, the advisors, witnesses, and other necessary University personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

The hearing will be audio recorded. The audio recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

While the Hearing Procedures and rulings from the hearing officer will govern the particulars of the hearing, each hearing will include, at a minimum:

- Opportunity for each party to address the hearing officer directly and to respond to questions posed by the hearing officer;
- Opportunity for each party's advisor to cross-examine directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility;
- Opportunity for each party to raise contemporaneous objections to testimonial or non-testimonial evidence and to have such objections ruled on by the hearing officer and a reason for the ruling provided;
- Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect; and
- Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the hearing officer, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing officer, the hearing panel, the Title IX Coordinator, and other necessary University personnel as determined by the Title IX Coordinator. Witnesses will be sequestered from one another at the hearing until such time as their testimony is complete.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was transmitted to them before the conclusion of the investigation.

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the hearing officer.

Subject to the minimum requirements specified in this section, the hearing officer will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The hearing officer will independently and contemporaneously screen questions for relevance in addition to resolving any contemporaneous objections raised by the parties and will explain the rationale for any evidentiary rulings.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer will have discretion to modify the Hearing Procedures, when good cause exists to do so, and provided the minimal requirements specified in this section are met.

The hearing panel may consider the testimony of any party or witness, whether given during the investigation or during the hearing, if the parties jointly stipulate that the testimony may be considered or in the case where neither party requested attendance of the witness at the hearing.

In applying this section, the hearing panel will not draw an inference about the determination regarding responsibility based solely on a party or a witness's absence from the live hearing and/or refusal to submit to questioning by the parties' advisors.

The hearing panel will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has voluntarily waived the privilege in writing or affirmatively discloses the information to support an allegation or defense.

6. Written determination

After the hearing is complete, the hearing panel will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The hearing panel will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or because it constitutes impermissible sexual history information. The hearing panel will resolve disputed facts using a preponderance of the evidence (i.e., "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

After reaching a determination and consulting with the appropriate University officials and Title IX Coordinator, the hearing panel will prepare a written decision that will include:

- Identification of the allegations potentially constituting Sexual Harassment under Title IX made in the complaint;
- A description of the procedural steps taken by the University upon receipt of the formal complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- Findings of fact, made under a preponderance of the evidence standard, that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Harassment under Title IX, including a determination regarding responsibility for each separate potential incident;
- The discipline recommended to the appropriate University official depending on whether the Respondent is a student, employee, or third party;
- Whether the Complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
- A description of the appeal process.

The written determination will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal.

C. Informal resolution

At any time after the parties are provided written notice of the formal complaint, and before the completion of any appeal, the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the complaint by agreement of the parties.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

- Describes the parameters and requirements of the informal resolution process;
- Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another University official, or a suitable third-party);
- Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the complaint; and
- Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended. A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

If the parties do not reach a resolution through the informal resolution process, the Complainant may choose to proceed with the formal investigation and adjudication process outlined in these procedures.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the University, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the University. Informal resolution reached pursuant to this section is not subject to appeal. If either party leaves the University and is no longer pursuing or attempting to pursue a University education program or activity, the informal resolution agreement will expire.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) calendar days. If an informal resolution process does not result in a resolution within twenty-one (21) calendar days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Formal Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

VII. Remedies

The University will provide persons who have experienced Sexual Harassment under Title IX ongoing remedies as reasonably necessary to restore or preserve access to the University's education programs or activities.

Remedies may include the same services offered as supportive measures during the pendency of the grievance process; however, they need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

VIII. Sanctions

Administrators, faculty members, staff, students, contractors, guests, and other members of the University Community who are found responsible for committing Sexual Harassment under Title IX are subject to the full range of discipline including, but not limited to, verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; permanent separation from the institution (i.e., termination or dismissal); physical restriction from University property; cancellation of contracts; and any combination of the same. Disciplinary sanctions for student violations of the Policy are imposed in accordance with the Student Handbook. Disciplinary sanctions for employee violations of the Policy are imposed in accordance with applicable Human Resources policies and collective bargaining agreements.

IX. Appeal

Either party may appeal the determination of an adjudication, or a dismissal of a complaint, on one or more of the following grounds:

- A procedural irregularity affected the outcome;
- There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome;
- The Title IX Coordinator, investigator, or hearing officer had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that affected the outcome.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) business days of the date they receive notice of dismissal or written determination. The appeal must be submitted in writing to the University Appeal Board. The appeal must specifically identify the determination and/or dismissal appealed from, articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the University Appeal Board will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the University Appeal Board confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) business days. The University Appeal Board shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time period for submission of an opposition has passed without one being filed, the University Appeal Board will promptly decide the appeal and transmit a written decision to the parties that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

X. Recordkeeping

The University will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of seven years after which point in time they may be destroyed, or continue to be retained, in the University's sole discretion. The records specified in 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.

XI. Exceptions

None.

**State of Rhode Island Department of Administration
Guidelines for Ensuring Unbiased Work Environments**



STATE OF RHODE ISLAND
DEPARTMENT OF ADMINISTRATION

Division of Equity, Diversity and Inclusion
State Equal Opportunity Office
One Capitol Hill
Providence, RI 02908-5890
401-222-3090

GUIDELINES FOR ENSURING UNBIASED WORK ENVIRONMENTS

Rhode Island General Law 28-5.1, Executive Order No. 05-01 of the State of Rhode Island and Title VII of the 1964 Civil Rights Act, mandates employers to maintain a working environment free of discriminatory insults, intimidation and other forms of harassment. Both an employee's psychological and economic well being are protected. While an employer cannot be held accountable for the prejudices of its workers clientele, it must take reasonable measures to control or eliminate the overt expression of those prejudices in the workplace. Prompt action by an employer to prevent or correct discriminatory harassment can go a long way in lessening employer liability.

Perhaps the most common type of harassment to which workers are subjected is verbal abuse. Racial and ethnic epithets, slurs or jokes directed at or made in the presence of minority group employees, are not to be tolerated. An example of unlawful race and sex bias in the work environment is the use of the diminutive term "boys" when referring to minority male employees and "girls" when referring to female employees.

Another common type of verbal abuse is either spreading rumors or joking about an employee's assumed sexual preference or orientation. One's personal preference does not determine how one performs at his or her job and therefore, this type of bias does not belong in the workplace.

An employer is under a two-pronged duty to maintain a working atmosphere free of national origin bias. First, the employer itself must refrain from ridicule or harassment on the basis of national origin. Second, an employer should not tolerate such behavior by its employees. Ethnic slurs or jokes based on national origin are unlawful.

An employer is also under obligation to maintain a work environment free of religious bias. Permitting a supervisor to espouse his or her beliefs to employees while at work may amount to religious discrimination.

Any unwelcome sexual advances, requests for sexual favors and other verbal and physical conduct of a sexual nature is unlawful sexual harassment when the response or reaction to the advances or requests is permitted to affect the employment decisions. It is also illegal for an employer to permit any conduct that is sexually offensive, intimidating, hostile or interferes with an individual's work performance. Sexual advances by co-workers who have no control over a person's employment may be unlawful if it has such an intimidating effect that job status is affected.

(2023)

University of Rhode Island Request for Reasonable Accommodation

Reasonable Accommodation Request Form

All information regarding an individual's medical condition and the reasonable accommodation request is confidential and only disclosed to persons on a need to know basis. Any and all documents related to this request are kept confidential and will be maintained and used in accordance with applicable state and federal law.

Instructions:

Employees and Applicants for Employment seeking accommodations can make a request at any time.

The procedure for requesting a reasonable accommodation is available on the Office of Human Resource Administration Website:

[Reasonable Employment Accommodation for Persons with Disabilities](#)

In order to review a request for accommodation, information is required regarding your medical condition, applicable functional limitations and your requested accommodation(s). We also need authorization to acquire medical information needed to verify the claim of disability and limitations. Therefore, we encourage you to complete this form in its entirety.

If you need help completing this form, someone else may complete it on your behalf, or you may contact the ADA Section 503 Coordinator for assistance.

Upon completion, please forward this form to the ADA Section 503 Coordinator who is responsible for reviewing these requests. Please be sure you sign this form.

University of Rhode Island
ADA Section 503 Coordinator
Office of Human Resource Administration
80 Lower College Rd.
Kingston, RI 02881
Telephone: 401.874.2684 TTY via R.I. Relay 711
Fax: 401.874.5272
Email – mary.previte@uri.edu

Faculty Staff Other (specify) _____

Name: _____

Job Title: _____

Department: _____

Work Address: _____

Work Telephone Number: _____

Work Email: _____

Home Address: _____

Home Telephone Number: _____

Home Email: _____

Preferred method of contact: Home Phone Home Email
 Work Phone Work Email

I am an employee, or an applicant for the position named above, and may require a reasonable accommodation to perform the essential function(s) of the job, or may need assistance with the application process. I hereby request that the ADA Section 503 Coordinator contact me regarding this need for reasonable accommodation and authorize them to verify this request.

If you are an employee:

Supervisor's Name: _____

Job Title: _____

Department: _____

Work Telephone Number: _____

Work Email: _____

Medical Information

Please identify the medical condition(s) for which you are requesting an accommodation:

I do hereby authorize the University of Rhode Island to acquire the medical documentation needed to verify my claim of disability and limitations on my ability to perform some essential functions of the job or participate in the application process. I further understand that the ADA regulations require information regarding my medical condition or history shall be collected and maintained separately from personnel files and be treated as confidential except:

1. The University ADA Section 503 Coordinator may review all information provided to verify my claim of a disability, need for a reasonable accommodation and to develop a reasonable accommodation plan;
2. The state's rehabilitation /disability services experts may review all information provided to verify my claim of a disability and need for a reasonable accommodation /modification /auxiliary aids, to conduct a job or task analysis and develop a reasonable accommodation plan
3. If I am an employee, supervisors and managers may be informed regarding necessary restrictions on my work, duties or participation in services (but not the nature of my disability);
4. First aid and safety personnel may be informed when appropriate if my disability might require emergency treatment; and
5. Government officials investigating compliance with the ADA or other disability rights laws.

I authorize:

Insert applicant's health care professional's name above

To release my medical records to verify that I have physical and/ or mental impairment(s) that substantially limit one or more major life activity and that these limitations prevent me from performing the essential functions (listed above) of the job or from participating in the application process for a position at the University.

Healthcare Professional's mailing address: _____

City, State, and Zip Code: _____

Office Phone: _____

Applicant's Signature:

Date Signed:

Job and Accommodation Information

Please explain how your medical condition(s) listed in Section B affect(s) your ability to submit an application for a position or perform the essential functions of your position. If you are a new employee, state the anticipated difficulties you foresee in completing your job duties. Be as specific regarding the job duties you are having difficulty performing or believe you will have difficulty performing.

Please provide your recommendations for a reasonable accommodation(s) and any information you may have about any associated costs (attach supporting documentation).

Please describe any accommodations or assistive technologies you currently use.

Please identify any University employee with whom you have discussed this request for a reasonable accommodation (i.e., co-worker, supervisor, HR, etc.) Please include dates

Please add any comments you feel may be helpful in consideration of your request.

**State of Rhode Island Department of Administration
Employee Self-Identification of Disability and Request for Reasonable
Accommodation**

Employee Self-Identification of Disability Form and Request for Reasonable Accommodation

CONFIDENTIAL

In accordance with the Americans with Disabilities Act of 1990, Rhode Island General Laws §28-5.1 et. seq., and Executive Order #92-2, the State Equal Opportunity Office invites a qualified individual with a disability to self-identify to be provided reasonable accommodations if necessary to perform the essential function for the desire position.

NAME: _____ AGENCY: _____

JOB TITLE: _____ DATE: _____

Please Check the category that best describes your disability. (Upon request, verification of disabling condition must be obtained from your physician.)

Disabling conditions include, but are not limited to:

- AIDS
- Alcoholism
- Blindness or Visual Impairment
- Cancer
- Cerebral Palsy
- Deafness or Hearing Impairment
- Diabetes
- Drug Addiction
- Epilepsy
- Heart Disease
- Mental Retardation
- Mental or Emotional Illness
- Multiple Sclerosis
- Muscular Dystrophy
- Orthopedic
- Perceptual Disabilities such as: Dyslexia, Minimal Brain Dysfunction, Development Aphasia or Speech Impairment
- Other

- Yes, I request a Reasonable Accommodation Needs Assessment Review
- No Reasonable Accommodation is needed at this time

Additional Comments:

Signature: _____

Date: _____

RIEEO 5/09A

REVISED 7/02/2002

RI SEEO (401) 222-3090

**Rhode Island Department of Administration
Voluntary Self-Identification Card/EEO Card**

RHODE ISLAND DEPARTMENT OF ADMINISTRATION
OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY/STATE EQUAL OPPORTUNITY OFFICE

RIEOO-03/78
(Revised September 2018)

AFFIRMATIVE ACTION FILE

TO BE COMPLETED BY APPLICANT OR EMPLOYEE ONLY

Applicant or Employee

Address
 Number Street City State Zip Code

NOTE: When selecting racial/ethnic category, you must select only one of the boxes numbered 1 through 7.

Female Male

- | | | |
|---|---|---|
| 1 – Black or African American (Not Hispanic or Latino) <input type="checkbox"/> | 2 – Hispanic or Latino <input type="checkbox"/> | 3 – American Indian or Alaska Native (Not Hispanic or Latino) <input type="checkbox"/> |
| 4 – Asian (Not Hispanic or Latino) <input type="checkbox"/> | 5 – White (Not Hispanic or Latino) <input type="checkbox"/> | 6 – Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/> |
| 7 – Two or More Races (Not Hispanic or Latino) <input type="checkbox"/> | Disabled <input type="checkbox"/> | Veteran <input type="checkbox"/> |
| | Disabled Veteran <input type="checkbox"/> | Age: 40 & Over <input type="checkbox"/> |

FOR PERSONNEL USE ONLY

Department _____ Division _____
 Appropriation Account No. _____ Pay Grade _____ Position No. _____
 Incumbent* _____ (Use this selection for current employees who are requesting a change to their demographic designation)
 Promotion _____ Transfer _____ Hired _____ List _____ No List _____ Offered _____ Not Offered _____ Refused _____
 Reason for Action _____
 Interviewer/HR Staff _____ Date _____

RACIAL/ETHNIC CATEGORIES

- 1 – **Black or African American (Not Hispanic or Latino)** – A person having origins in any of the black racial groups of Africa.
- 2 – **Hispanic or Latino** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- 3 – **American Indian or Alaska Native (Not Hispanic or Latino)** – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.
- 4 – **Asian (Not Hispanic or Latino)** – A person having origins in any of the original peoples of the Far East, Southeast Asian, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- 5 – **White (Not Hispanic or Latino)** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- 6 – **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- 7 – **Two or More Races (Not Hispanic or Latino)** – A person who primarily identifies with two or more of the above race categories.

DISABLED:

All persons with a physical or mental impairment that substantially limits one or more major life activities. Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. A major life activity also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions. A history of such disability, or the belief on the part of others that a person has such a disability, whether it is so or not, also is recognized as a disability by the regulation.

Equal Opportunity Advisory Committee Meeting Notes

During fiscal year 2025, the Diversity Officers met a total of four (4) times. The primary objective of the meetings is to share information and advise the Vice President of Community, Equity and Diversity on University-wide policies, procedures, and initiatives that advance diversity, equity, inclusion, and civil rights compliance. Meeting agendas are developed by Community, Equity and Diversity. Meetings took place on 8-19-2024, 10-29-2024, 11-26-2024, 12-17-2024, 01-29-2025, 02-24-2025, 04-22-2025, and 05-25-2025)

8-19-24 Diversity Officers Working Group Meeting Notes

The Office of Community, Equity and Diversity hosted a Diversity Officers meeting at Graduate School of Oceanography Coastal Institute, Conference Room 120 on 08-19-24, from 12pm-3:00pm. The agenda items discussed included (1) Office of Community, Equity and Diversity Updates; (2) Office of Community, Equity and Diversity Strategic Plan Overview; (3) Updates; and (4) Questions and Answers.

10-29-24: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity and Diversity hosted a Diversity Officers meeting at Green Hall, from 10:00am-11:30am. The agenda items discussed included (1) Office of Community, Equity and Diversity Updates; (2) Upcoming Events; (3) College/Unit Success and Challenges; and (4) the Justice, Equity, Diversity, and Inclusion Handbook.

11-26-24: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity and Diversity hosted a Diversity Officers meeting at Green Hall, from 1:30pm-3:00pm. The agenda items discussed included (1) Updates from the Vice President of the Office of Community, Equity, and Diversity; (2) Updates; (3) College/Unit Success and Challenges; and (4) the Justice, Equity, Diversity, and Inclusion Handbook.

12-17-24: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity, and Diversity hosted a Diversity Officers meeting at Green Hall from 10:30am – 12:00pm. The agenda items discussed included (1) Updates and Events; and (2) College/Unit Success and Challenges.

01-29-25: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity, and Diversity hosted a Diversity Officers meeting at Green Hall from 3:00pm – 4:30pm. The agenda items discussed included (1) Updates from the Vice President of the Office of Community, Equity, and Diversity; (2) Unregistered Students Next Steps; (3) College/Unit Success and Challenges; and (4) Questions and Answers.

02-25-25: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity, and Diversity hosted a Diversity Officers meeting at Green Hall from 10:00am – 11:30am. The agenda items discussed included (1) Office of Community, Equity and Diversity Updates; (2) Enrollment Services Updates; (3) College/Unit Success and Challenges; and (4) Questions and Answers.

04-22-25: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity, and Diversity hosted a Diversity Officers, via Zoom, from 3:00pm – 4:30pm. The agenda items discussed included (1) Welcome to the Director of the Office of Diversity, Access, and Inclusion; (2) Office of Community, Equity and Diversity Updates; (3) Enrollment Services Updates; (4) College/Unit Success and Challenges; and (5) Questions and Answers.

05-25-25: Diversity Officers Working Group Meeting Notes

The Office of Community, Equity, and Diversity hosted a Diversity Officers meeting at Graduate School of Oceanography, Ocean Science & Exploration Center Building, Challenger Room from 3:00pm – 4:30pm. The agenda items discussed included (1) Office of Community, Equity and Diversity Updates; (2) Enrollment Services Updates; (3) College/Unit Success and Challenges; (4) Training and Development; and (5) Questions and Answers.



STATE OF RHODE ISLAND
DEPARTMENT OF ADMINISTRATION

Division of Equity, Diversity and Inclusion
State Equal Opportunity Office
One Capitol Hill
Providence, RI 02908-5890
401-222-3090
www.dedi.ri.gov

EQUAL OPPORTUNITY ADVISORY COMMITTEE*
GUIDELINES 2022-2023

MISSION:

To provide two-way communication and suggestions on various aspects of the equal opportunity program to the director in a department or agency in state government.

1. **ESTABLISHING THE COMMITTEE:**
 - A. All employees should be informed of opportunities to serve on the committee.
 - B. Agency head appoints the committee from a list of volunteers.
 - C. Volunteers should include staff from:
 1. Each division of agency
 2. Various job levels
 3. Diverse group of employees, i.e. minorities, women, persons with disabilities, and veterans

2. **STRUCTURE:**
 - A. Terms of membership
 - B. Elections of officers
 - C. How many members
 - D. Alternates
 - E. Sub-committees
 - F. Meetings
 - G. Minutes

3. **FUNCTIONS (ROLE):**
 - A. Advise – not perform
 - B. Develop short-term objectives
 - C. Identify areas of possible discrimination
 - D. Assist the designee of the agency head with preparing the affirmative action plan
 - E. Monitor the progress of the action goals and programs, if necessary, make recommendations to improve
 - F. Review monthly progress reports
 - G. Issue a progress report to agency head quarterly

4. **CHAIRPERSON (DUTIES):**
 - A. Prepare agenda for meeting

- B. Preside over committee meetings
 - C. Submit any committee recommendations to the agency head
5. **SECRETARY (DUTIES)**
- A. Preside over meeting in absence of chairperson
 - B. Record minutes of the meeting
 - C. Prepare minutes for distribution.
6. **AGENCY HEAD:**
Should make a commitment that all recommendations will be reviewed and acknowledged
7. **EMPLOYEES SHOULD BE INFORMED OF AGENCY POLICY:**
- 1. Newsletter
 - 2. Pay envelopes
 - 3. Employee handbooks
 - 4. Copies of the affirmative action plan policy statement of key program elements
8. The state equal opportunity office may issue such guidelines, directives, or instructions as necessary to carry out Rhode Island General Laws § 28-5.1.

For additional guidance and/or technical assistance, contact:

Bearee Henglatsamy, Programming Services Officer
State Equal Opportunity Office
Division of Equity, Diversity and Inclusion
Department of Administration
One Capitol Hill
Providence, RI 02908
TEL # (401) 222-3090
Rhode Island Relay: 711
Email: bearee.henglatsamy@doa.ri.gov

List of Enforcement Agencies

Office of Equal Opportunity
Carlotti Administration Building, Suite 1
75 Lower College Road
Kingston, Rhode Island 02881
Phone: (401) 874-4009
TTY - via RI Relay at 711
<https://web.uri.edu/equal-opportunity/>

United States Equal Employment Opportunity Commission, John F. Kennedy Federal
Building 475 Government Center
Boston, MA 02203
Phone: 1-800-669-4000
Fax: 617-565-3196
<http://www.eeoc.gov/field/boston/index.cfm>

Department of Justice
Civil Rights Division
P.O. Box 66118
Washington, D.C. 20035-6118
TEL # (202) 514-0301/ Voice
TDD # (202) 514-0381
(202) 514-6193 (Electronic Bulletin Board)

Office of Civil Rights, Region I
US Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Tel.: (617) 289-0111
Fax: (617) 289-0150
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, Rhode Island 02903
Tel: 401-222-2661 // 401-222-2664
Fax: 401-222-2616
<http://www.richr.ri.gov/>

Department of Administration (DOA)
Division of Equity, Diversity, and Inclusion (DEDI) State Equal Opportunity Office (EOO)
One Capitol Hill Providence, RI 02908
TEL # (401) 222-5813
Eoo.compliance@doa.ri.gov

Description of Job Categories

OFFICIALS AND ADMINISTRATORS:

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or social phases of the agency's operations or provide specialized consultation on a regional, district or area basis. Includes: Department heads, Bureau Chiefs, Division Chiefs, Directors, Deputy Directors, Controllers, Wardens, Superintendents, Sheriffs, Police and Fire Chiefs and Inspectors, Examiners (Bank, Hearing, Motor Vehicle, Warehouse), Inspectors (Construction, Building, Safety, Rent-and-Housing, Fire, A.B.C. Board, License, Dairy, Livestock, Transportation), Assessors, Tax Appraisers and Investigators, Coroners, Farm Managers and kindred workers.

PROFESSIONALS:

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and Labor Relations workers, Social Workers, Doctors, Psychologists, Registered Nurses, Economists, Dieticians, Lawyers, Systems Analysts, Accountants, Engineers, Employment and Vocational Rehabilitation Counselors, Teachers or Instructors, Police & Fire Captains and Lieutenants, Librarians, Management Analysts, Airplane Pilots and Navigators, Surveyors & Mapping Scientists and kindred workers.

TECHNICIANS:

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: Computer Programmers, Drafters, Survey and Mapping Technicians, Licensed Practical Nurses, Photographers, Radio Operators, Technical Illustrators, Highway Technicians, Technicians (Medical, Dental, Electronic, Physical Sciences), Police and Fire Sergeants, Inspectors (Production or Processing Inspectors, Testers and Weighers) and kindred workers.

PROTECTIVE SERVICE WORKERS:

Occupations in which workers are entrusted with Public Safety, Security and Protection from destructive forces. Includes: Police Patrol Officers, Fire Fighters, Guards, Deputy Sheriffs, Bailiffs, Correctional officers, Detectives, Marshals, Harbor Patrol Officers, Game and Fish Wardens, Park Rangers (except Maintenance) and kindred workers.

PARAPROFESSIONALS:

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience that is normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: Research Assistants, Medical Aids, Child Support Workers, Policy Auxiliary, Welfare Service Aids, Recreation Assistants, Homemakers Aides, Home Health Aides, Library Assistants and Clerks, Ambulance Drivers and Attendants and kindred workers.

ADMINISTRATIVE SUPPORT:

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Bookkeepers, Messengers, Clerk Typists, Stenographers, Court Transcribers, Hearing Reporters, Statistical Clerks, Dispatchers, License Distributors, Payroll Clerks, Office Machine and Computer Operators, Telephone Operators, Legal Assistants, Sales Workers, Cashiers, Toll Collectors and kindred workers.

SKILLED CRAFT WORKERS:

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: Mechanics and Repairers, Electricians, Heavy Equipment Operators Stationary Engineers, Skilled Machining Occupations, Carpenters, Compositors and Typesetters, Power Plant Operators, Water and sewage Treatment Plant Operators and kindred workers.

SERVICE/MAINTENANCE:

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene of safety of the general public or which contribute to the upkeep and care of group may operate machinery. Includes: Chauffeurs, Laundry and Dry Cleaning Operatives, Truck Drivers, Bus Drivers, Garage Laborer, Custodial Employees, Gardeners and Groundskeepers, Refuse Collectors and Construction Laborers, Park Ranger Maintenance, Farm Workers (except Managers), Craft Apprentices/Trainees/Helpers and kindred workers.