



PEOPLE IN THE DISCRIMINATION GRIEVANCE PROCESS

Executive Director

The Executive Director of the Office of Equity is Alison Adams-Perlac. The Executive Director oversees the university's compliance with Title VI, Title VII, the Utah Antidiscrimination Anti-discrimination, and other discrimination laws. The Executive Director oversees the Office of Equity's processes and operations and the grievance process generally and also determines whether there is good cause to extend timeframes for the grievance process.

Parties

Claimant: An individual who is alleged to have experienced discrimination in a report to the Office of Equity.

Respondent: An individual who is alleged to have committed discrimination in a report to the Office of Equity.

Witness: A person who witnessed, or has information about, the alleged discrimination.

Supportive Measures Specialist

The supportive measures specialist who serves the Logan, Blanding, and Statewide campuses is Rachel Bernardo. The supportive measures specialist who serves the Eastern campus is Katie Freeman. The supportive measures specialist conducts intake meetings with claimants and provides supportive measures to both parties involved in the Office of Equity grievance process.

Facilitator

A university employee specially trained to help the parties reach an earlier resolution agreement related to a formal complaint of discrimination after the parties have agreed to participate in the earlier resolution process.

Investigator

The investigators in the Office of Equity are Steve Rammell and Jeris Kendall. During a formal investigation, investigators interview the parties and witness(es). They gather evidence, share the evidence with the parties via the Record, and issue the investigation report. The investigator assigned to the case may also attend a hearing if the report is appealed.

Process Advisor/Support Person

Parties **may** have a process advisor and/or support person to assist them through the Office of Equity grievance process.

A process advisor is a single individual that is chosen to attend meetings with the Office of Equity. This individual can be a friend, parent, family member, attorney, or any other person you choose. The process advisor cannot speak for a party. However, the process advisor can ask questions that a party may have about the investigation process and give the party advice about how to proceed. In the event of a hearing, process advisors will ask questions on behalf of parties. Process advisors are given access to the Record when it is shared.

A support person serves as emotional support for the party, but cannot speak for the party at a meeting. The party is solely responsible for presenting their case and speaking with the Office of Equity directly regarding their case. Support persons are not given access to the Record.

A person may serve as both a process advisor and a support person for the same party. A person cannot serve as a process advisor and/or a support person for opposing parties. Process advisors and support persons cannot also serve as witnesses in cases in which they are advising and/or supporting

Hearing Panel

Hearing panel members are USU employees, selected by the university and appointed by the President, who have been trained in the Office of Equity grievance process and in bias, conflicts of interest, impartiality, and trauma-informed principles.

Appropriate Administrator

For students, the appropriate administrator is Student Conduct.

For staff, the appropriate administrator is Respondent's supervisor.

For faculty, the appropriate administrator is the Provost.