

## ANNUAL COMPLIANCE LETTER TO THE COMMUNITY

Fall 2018

Dear Members of the Emory Community,

I hope the academic year is off to a great start for all of you. The Office of Equity and Inclusion is excited about the recent launch of the ["One Emory: Engaged for Impact"](#) strategic framework, and for the opportunities it will allow us to collaborate and engage with you in the work necessary to have our University recognized worldwide as the dynamic, preeminent academic community that it can be.

At its foundation, the "One Emory" framework depends upon having an inclusive and accessible campus free of discrimination, harassment, and sexual misconduct. As such, I'm writing to ask you to take an active role in creating and maintaining this environment by focusing your attention on Emory's policies related to Title VII (Harassment and Discrimination) and Title IX (Sexual Misconduct), as well as practices related to the Americans with Disabilities Act (ADA). By taking the time to understand these policies and practices, you are taking the first step toward eliminating the barriers that prevent our community members from fully engaging in and enjoying all the benefits offered by our University.

In the past year, various social justice movements, such as the #MeToo movement, and other social and political developments have brought the issue of sexual misconduct into the limelight. The prevalence of sexual misconduct on college campuses nationally is deeply troubling, as is the frequency of incidents here at Emory. Sexual misconduct at Emory affects the entire community and can undermine the core values we share. We need each person in this community to understand the impact of sexual misconduct and take responsibility for caring for fellow community members by knowing what conduct is prohibited and where to turn for help and support.

In this correspondence, links with updated policies are:

- [Policy 1.3: Equal Opportunity and Discriminatory Harassment Policy](#)
- [Policy 4.62: Emory University's Standards of Conduct Policy](#)
- [Policy 8.2: Sex and Gender-Based Harassment and Discrimination Policy](#)

These documents provide important information for everyone in the community related to Discrimination, Harassment and Title IX, as well as Emory University Title IX Reporting Guidelines for faculty, staff, and students. Also, please refer to our [Frequently Asked Questions](#) (FAQ).

As you peruse the Office of Equity and Inclusion's website for more information, please review the University's [Sexual Misconduct Resources](#). It is important that you review these documents and fully understand your role and Emory's policies related to Title IX (Sexual Misconduct) and Title VII (Discrimination and Harassment). If you have not yet participated in the [university-wide Title IX training](#), please do so as soon as possible.

For more information about resources for faculty, staff and students with disabilities, I invite you to visit the [Office of Accessibility Services website](#). The website also contains valuable information regarding reasonable workplace accommodations, classroom resources for faculty, and information on planning accessible events, among other resources.

As we embark on this new "One Emory" journey, we must recognize that as Emory community members, we all have a responsibility for building a community comprised of members who are respectful of one another and that is absent of harassment and discrimination. I urge you to do your part to create a safe and inclusive Emory that is "engaged for impact."

Best Regards,

Lynell Cadray

Vice Provost

Office of Equity and Inclusion

*Emory University is an EEO/AA/Disability/Veteran employer dedicated to building a community of excellence, equity and diversity. Emory University welcomes applications from women, underrepresented minorities, individuals with disabilities, protected veterans, members of sexual minority groups and other candidates who will lead and contribute to the diversification and enrichment of ideas and perspectives.*