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Discrimination & Harassment

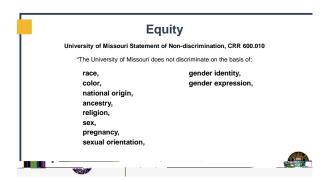
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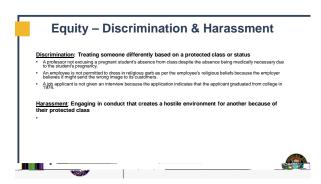
Scenario for Equity

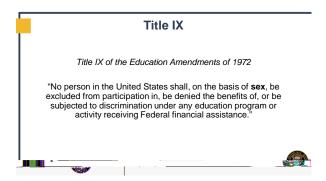
Betty has been working for University Hospital's IT department for 15 years and is 57 years old. She reports that her supervisor has made multiple comments about how great it is when "freshblood" gets into the department, since the millennials are not old dogs and can learn new tricks. Betty reports that she has requested to attend various IT trainings but is repeatedly turned down and has not received more than a 1% merit raise in 3 years. Betty also reports that new hires are typically between 22-25 years old.



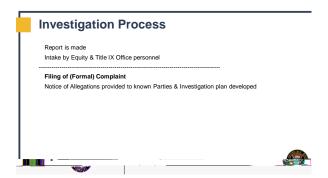
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Available Process Administrative Resolution Single or joint decision-maker Both Parties must elect to use this process Decision-maker can meet with Parties Parties may provide questions for decision-maker to ask the other Party Decision-maker will render a decision on responsibility and a decision or recommendation on sanction(s) Either Party may appeal Hearing Panel Resolution 3-person decision-maker (majority vote) Live hearing with testimony and opportunity for

Available Process Conflict Resolution / Informal Resolution Parties must voluntarily agree to use this process in writing Available at any time during the process Can stop this process at any time and more into the other available processes. Neutral facilitation will fester dialogue with the Parties to an effective resolution, if possible – includes mediation. Never available to resolve allegations that an employee sexually harassed or energiped in sexual improvince with a substance of the process of the



