Where faculty go if:

A Teaching Assistant or student tells you that they have been receiving unwanted romantic or sexual attention from another faculty member.

A student accuses them of picking on students in class because of religious beliefs or political affiliation.

A chair makes inappropriate comments about a prospective candidate’s national origin during an interview or search committee meeting.

They believe they did not receive tenure because of their sex or race.

A colleague often tells jokes about their sexual activities or uses graphic sexual references during departmental meetings.
The Office of Equal Opportunity (OEO) ensures that UNT provides equal employment opportunities for all employees. One of the ways OEO does this is by investigating complaints of discrimination, harassment, and retaliation from faculty and staff (whether the complaint is against another faculty or staff member, or a visitor to campus). Discrimination is prohibited by university policies*. To learn more about OEO’s investigative process, please visit our website at: edo.unt.edu/file-complaint.

A faculty member who believes they have been treated unfairly because of their race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, or veterans status should contact OEO for a review of their rights under the university’s anti-discrimination policies. These policies can be accessed via the OEO website at: http://edo.unt.edu/equal-opportunity.

OEO houses the office of the university ADA/504 Coordinator – Eve Shatteen Bell, the Director of Equal Opportunity. She is responsible for coordinating UNT’s efforts to ensure equal access to persons with disabilities, tracking the university’s compliance with state and federal laws relating to persons with disabilities, and providing advice to university offices.

Faculty members who have questions about their rights or responsibilities under the Americans with Disabilities Act, or Section 503 and 504 of the Rehabilitation Act, or concerns about academic accommodations recommended for students by the Office of Disability Access should contact Eve Shatteen Bell at (940) 565-2759 or at oeo@unt.edu. All employees may initiate a request for a reasonable accommodation due to a disability by contacting the Human Resources Department or completing the reasonable accommodation request form available on the HR website at https://hr.untsystem.edu/employees/forms.

* The university policies OEO oversees are the Prohibition of Discrimination, Harassment, and Retaliation policy (16.004); Sexual Harassment (16.005); Prohibition of Sexual Assault and Retaliation (12.005); and Disability Accommodation for Students and Academic Units (16.001). Managers should also be mindful of the Employment of Individuals with Disabilities/Workplace Accommodations policy (05.011), and the Consensual Relationships policy (05.021).