STRATEGIC PLAN
FY 2014-2016
FOR
THE
OFFICE OF EQUAL OPPORTUNITY PROGRAMS
SECTION I: EXECUTIVE SUMMARY

The Office of Equal Opportunity Programs was created by the President of the University to administer the University’s Affirmative Action Program and to ensure that applicants for employment, employees, prospective and enrolled students at the University of South Carolina are provided equal opportunity and are protected against illegal discrimination on the basis of race, color, religion, sex, gender, national origin, age, disability, sexual orientation, genetics and veteran status. The President has mandated that qualified individuals be afforded equal opportunity in both employment and the academic environment. The President has appointed an Executive Assistant to the President for Equal Opportunity Programs who is responsible for planning, developing, administering and evaluating the University’s equal opportunity/affirmative action policies and practices to ensure compliance with both federal and state statutes relating to non-discrimination in employment and education at the University of South Carolina. The Executive Assistant to the President has also been designated as the ADA Title II Section 504 and Title IX Coordinator for the University of South Carolina by the President. This action has been established to ensure all persons rights with disabilities are protected and that on the basis of their sex/gender are provided equal opportunity and access/and protection in the workplace and academic environment are priority issues in ensuring equal opportunity.

In order to achieve the President’s mandate of providing equal opportunity in both the workplace and academic environment, and supplement the Office of Equal Opportunity Programs’ current activities, the Office of Equal Opportunity Programs has developed an aggressive training and education program directed toward the faculty, staff and student body. In that regard the Office of Equal Opportunity Programs is committed to achieving the President’s mandate and has as its’ primary purpose and mission the prevention and elimination of discrimination in both the workplace and academic environment.
In working to achieve this mission, the Office of Equal Opportunity Programs over the past three years has prioritized training and education as an essential element of the Office of Equal Opportunity Programs’ strategic plan. During the next three years the Office of Equal Opportunity Programs will continue to focus on mandated training and education for our staff, faculty and students to ensure full compliance with all state and federal laws. The Office of Equal Opportunity Programs will continue to use its’ resources to develop and implement ongoing interactive training including online training and educational programs that are specifically designed to reach all of our administrative, supervisory and non-supervisory employees as well as our faculty, staff and students who require training. In addition, the Office of Equal Opportunity Programs shall continue to modify and update our internal operational investigative procedures to ensure they fully comply with changes in federal laws and provide due process for persons alleging complaints of discrimination as well as those accused of illegal discrimination.

The Office of Equal Opportunity Programs is strongly oriented toward prevention. We believe that the University can avoid and significantly limit its exposure and liability by ensuring compliance with federal and state laws as it relates to equal opportunity and promoting affirmative action and by pursuing our aggressive training and education course of action. We are very proud of the university’s very successful compliance record with both federal and state regulatory agencies over the past sixteen (16) years. We believe that through ongoing education, training and the monitoring and review of all complaints in a timely manner, we will be able to prevent and eliminate discrimination and foster an environment that truly ensures equal opportunity and equal access for all persons who utilize the University’s services.
SECTION II: MISSION STATEMENT

The primary mission of the University of South Carolina, a multi-campus system serving the entire state of South Carolina, is the education of the state’s diverse citizens through its endeavors of teaching, research and service. In this regard the University of South Carolina, the state’s flagship university, provides equal opportunity and affirmative action in education, employment and programs for all qualified persons and applicants regardless of race, color, religion, sex, national origin, age, disability, sexual orientation, genetics or veteran status. The President of the University has mandated that the University will provide equal opportunity and affirmative action in employment, education and all programs offered throughout the University of South Carolina. The President has designated this function, as well as the ADA Title II Section 504 and Title IX implementation and coordination to the Office of Equal Opportunity Programs.

The President has appointed an Executive Assistant to the President for Equal Opportunity Programs who is responsible for planning, developing, administering, monitoring and evaluating the University’s compliance with federal and state statutes relating to equal opportunity, ADA Title II Section 504 and Title IX compliance, affirmative action and non-discrimination in employment, education and all programs at the University of South Carolina. The Executive Assistant to the President for Equal Opportunity Programs has been provided with support staff to implement the University’s equal opportunity and affirmative action program, ADA Title II Section 504 and Title IX Compliance and related activities and works directly with the USC General Counsel.

The Office of Equal Opportunity Programs, in effect, serves as an integral part of the University of South Carolina and exists for the overall purpose of supporting the University (at all campuses) in accomplishing its priority mission of providing quality teaching, research and service to the citizens of South Carolina as well as our faculty, staff and students regardless of race, color, religion, sex, gender, national origin, age, disability, sexual orientation, or veteran status.
SECTION III: ANNUAL REPORT – FY 2014-2016

The following outlines the goals, objectives and accomplishments within the Office of Equal Opportunity Programs over the past three (3) years. The EOP Office’s goals are to ensure all complaints are processed within a 60 to 90 day period. Federal law requires that all complaints should be processed to closure within 90 to 120 days.

A. Complaints of Discrimination/Goals: Complaints are processed in a timely manner (60 to 90 days) by the Office of Equal Opportunity Programs. The following outlines the complaints of discrimination that the Office of Equal Opportunity Programs handled during the last three calendar years. (Average complaint processing time 60 to 65 days.)

<table>
<thead>
<tr>
<th>Complaints Processed by USC EOP 2010-2013</th>
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<tbody>
<tr>
<td>Formal – 23</td>
</tr>
<tr>
<td>Informal – 229</td>
</tr>
<tr>
<td>Total – 252</td>
</tr>
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</table>

*No complaint processed by USC EOP during this period resulted in any type of adverse finding against the university in state or federal court.

<table>
<thead>
<tr>
<th>EOP Complaints 2010 – 2013</th>
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<tbody>
<tr>
<td>------</td>
</tr>
<tr>
<td>Formal</td>
</tr>
<tr>
<td>Informal</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Total all for period of 2010 – 2013: 252

*All processed to completion in less than 65 days.

** Our objective for the 2014 – 2016 calendar period is to continue to reduce the number of formal complaints and move to reduce all complaints in an informal manner and to have no adverse findings in any complaint of discrimination that is processed in state or federal court.
Training – Provide on-going EEO, ADA Title II Section 504 and Title IX Compliance Training to Faculty and Staff and students. The following outlines the training sessions provided by the Office of Equal Opportunity Programs during the last three calendar years. Training Programs included EEO Compliance Laws, ADA Title II Section 504 and Title IX Compliance training as well as Sexual Harassment Prevention, How to Comply with the ADA, Diversity In the Workplace and Unclassified Employee Recruitment.

<table>
<thead>
<tr>
<th>Training Sessions Conducted</th>
<th>2010 – 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Trainings</td>
<td>43</td>
</tr>
<tr>
<td># of Persons who attended Training/Served</td>
<td>1,455</td>
</tr>
<tr>
<td></td>
<td>66</td>
</tr>
<tr>
<td></td>
<td>2,110</td>
</tr>
<tr>
<td></td>
<td>1,454</td>
</tr>
<tr>
<td>Total all training sessions for period of 2010 - 2013</td>
<td>157</td>
</tr>
</tbody>
</table>

B. Research and Support Services Activities During FY 2010-2013: (Provide support services for the University in EEO and Affirmative Action arena.)

1. Provide support service for Affirmative Action Compliance to all search committees.
   In association with various offices, (Provost, Chancellors, Deans, General Counsel, Directors, Department Heads, Human Resources, etc.) the EOP office provided the EOP Recruitment Manual to ensure compliance. Additionally, the EOP Recruitment Manual is distributed to all standing search committees of which the EOP Office is requested to staff.

   Resources Manual produced and distributed to chancellors, deans, department chairs and academic heads, etc.

3. Completed “Applicant Information Report” on all campuses for the S.C. Human Affairs Commission (hereinafter referred to as SCHAC) as required by S.C. state law.
   Completed and reports submitted.
4. Complete EEO Progress Report (Proviso) for SCHAC on all campuses as required by the General Assembly [also known as Goal Achievement Report].

   Completed and reports submitted.


   Completed and submitted.

6. Complete revisions on state’s OHR system for census codes for SCHAC.

   Completed and submitted.

7. Complete VETS100 Report and Disability Report for all campuses as required by the federal government.

   Completed and report submitted.

8. Formally advise chancellors, deans/department chairs and/or other heads of search committees of areas of underutilization in their respective areas, some of which may require data searches.

   Completed and submitted all requests made to EOP Office.

9. Complete annual reports for the Access and Equity Program as required by the S.C. Commission on Higher Education.

   Completed and submitted.

10. Other areas of the research and support services activities which were undertaken:

    a. Served as liaison to the S.C. Professional Association for Access and Equity (SC-PAAE) and worked on a statewide annual conference as coordinator and member of Executive Committee.

    b. Served as liaison for the university to the S.C. Commission on Higher Education (CHE) on Access and Equity.

    c. Served as liaison for the EOP Office with Human Resources on Affirmative Action Plan to comply with SCHAC’s requirements.

    d. Served as EOP Office’s liaison for university committees (Network Managers meetings, Budget Officers meetings, etc.)

    e. Regularly briefed various search committees defining the EOP Office’s guidelines for recruiting of chancellors, deans, department chairs and other administrators.
f. Regularly meets with various individuals concerning recruitment, EEO and affirmative action issues as well as ADA and Title IX issues as requested.
g. Provided affirmative action training and support services as requested.
h. Attended professional development training with regional and national associations – on Affirmative Action Plan Development.

D. Faculty Recruitment Activities:

FACULTY RECRUITMENT SEARCH COORDINATION
2010 – 2013
Office of Equal Opportunity Programs

The Office of Equal Opportunity Programs has monitored/completed EEO reviews of all faculty searches during the period of July 1, 2010 – June 30, 2013 and ensured that they were closed so departments could proceed with the hiring paperwork.

The USC EOP Office works in partnership with the Office of the Provost, and maintains relevant records and data relative to faculty recruitment and maintains a “recruiting manual” and “resource manual” to assist with all University faculty recruiting needs.

All faculty searches at USC are recorded in a timely manner and information coordinated with the Office of the Provost. All inquiries concerning faculty recruitment is maintained per state and federal law. All resource manuals are updated on an as needed basis to comply with state and federal law.

- The EOP Office, within the past three fiscal years, has successfully worked with the Office of the Provost’s task force to update the Faculty Recruitment Manual and Faculty Welfare and Faculty Family Friendly Policies Manual.
- The EOP Office has worked with the Provost to continuously provide current data and to update recruiting guidelines to ensure university; federal and state policies are provided and are applied in an equitable manner by all chancellors, deans, department heads and search committees for faculty recruitment and hiring.
- During the past three fiscal years, the EOP Office’s staff completed 377 notice letters to chancellors, deans/department chairs notifying them of specific recruitment practices and procedures for searches.
- During the past three fiscal years, the EOP Office provided EEO Data Reporting Forms and EEO Data Tabulation Sheets totaling 152 for departments who were closing out their search processes for faculty.
- During the past three fiscal years, the EOP Office’s Executive Assistant has served on both the Diversity Initiative Task Force Committee and the Focus Carolina Committee.
- During the past three years the EOP Office’s Executive Assistant worked with the Office of the Provost, the Office of the General Counsel and various colleges on workshops and presented EEO information and data on How to Conduct Legally Sound Searches for Faculty/Unclassified Administrators, to all faculty, departmental chairs and managers.
During the past three fiscal years the EOP Office has provided search committee presentations upon request for all searches.
During the past three fiscal years, the EOP Office has provided an average per year of 548 personal consultations/assistance via phone and email to individuals (Chancellors, Deans, Assistant Deans, Managers, and Supervisors) requesting EEO/AA and recruitment assistance for faculty searches.

<table>
<thead>
<tr>
<th>USC EOP Office Support for Searches</th>
<th>FY 10-11</th>
<th>FY 11-12</th>
<th>FY 12-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Closings</td>
<td>15</td>
<td>65</td>
<td>72</td>
</tr>
<tr>
<td>Underutilized Letters</td>
<td>40</td>
<td>165</td>
<td>172</td>
</tr>
<tr>
<td>Search Committee Presentations</td>
<td>23</td>
<td>37</td>
<td>31</td>
</tr>
<tr>
<td>EEO/AA Consultation</td>
<td>500</td>
<td>560</td>
<td>585</td>
</tr>
</tbody>
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E. Other Related Activities:

1. Provide staff support to the Office of the President in the coordination of campus-wide community service activities as it relates to the President’s Community Advisory Committee, the President’s Athletic Advisory Committee, and Chairs the Martin Luther King, Jr. Commemorative Celebrations and other community service activities which have promoted diversity and inclusion.

Relationship to Vision/Mission
The USC EOP Office assists the Office of the President with the coordination of activities which work to improve significantly the promotion of diversity and community-outreach needs and plays an ambassadors role for the entire university system.

Initiative 7
*Coordinates, assists, and maintains specific programs to promote diversity and community outreach needs.

Action Plan
Activities are intended to expand and encourage innovative programs, resource opportunities and cooperation within the community, allowing supportive relationships to develop among all persons that the University serves.

Results/Indicators
A. The Executive Assistant to the President for Equal Opportunity Programs provided staff support for the President’s Community Advisory Committee, the President’s Athletic Advisory Committee and provided resource information to assist the committee in its official capacity as it relates to USC community outreach activities and services.
B. Coordination of the annual Martin Luther King Jr. Celebration for the University of South Carolina. This annual event brings faculty, staff and students together to commemorate the life and legacy of a great American who worked to create equal access and equal employment opportunities to all persons.
C. The EOP Office’s staff also coordinated the annual BTW Service Weekend activities, a community outreach program in the African American community recognizing the significance of the Book T. Washington High School educational legacy and its historical relationship with USC.

D. The USC EOP Office is also proud to note that the EOP Office led the effort for the University of South Carolina to be named as a recipient of a Higher Education Excellence in Diversity (HEED) Award winner for 2012 and 2013 by Insight into Diversity Magazine. This award is given to colleges and universities that demonstrate by their actions a strong record of achievement and commitment to diversity. We also note that USC was the only college/institution in South Carolina to receive this award in 2012 and 2013.
SECTION IV: STRATEGIC GOALS

The primary goals as established by the Office of Equal Opportunity Programs for the next three years focus upon providing ongoing training and education throughout the University for all persons who hold key administrative, managerial and supervisory positions as well as student leadership positions. These administrators, managers and supervisors and student leaders are key players in ensuring that the University is able to continue to meet the President’s mandate of ensuring equal opportunity, ADA Title II Section 504, Title IX Compliance and promoting our ongoing affirmative action program.

Through ongoing training and education, the Office of Equal Opportunity Programs is committed to increasing the level of awareness of all administrative, managerial and supervisory employees (staff and faculty) as well as student leaders and in so doing reduce the University’s exposure to liability as it relates to possible formal discrimination complaints in both the academic and employment arenas. Through training and education we shall continue to reassess how we recruit, promote, and retain faculty and staff and address student issues, particularly Title IX Compliance. Accordingly, we believe we will continue to improve our overall equal opportunity, state and federal compliance and affirmative action posture and truly foster an environment that is free of illegal discrimination.

We have prioritized training and education and, pursuant to our charge from the President, will address focused basic training in the following areas with all our faculty and staff who have supervisory authority as well as our student leaders:

1. EEO policies and procedures that govern higher educational institutions.
2. Title IX and ADA Title II Section 504 training and compliance in both the employment and academic arenas.
4. Recognizing and preventing illegal racial, ethnic discrimination and sexual harassment in both the employment and academic arenas.
5. Ethics in employment.
6. Equal access to educational opportunities.

It is the goal of the Office of Equal Opportunity Programs to provide training during the next three years that will supplement our educational program and provide a minimum of 3 hours of training for all administrative, managerial, supervisory employees and student leaders on an annual basis. We further believe basic EEO and Affirmative Action, ADA Title II Section 504 and Title IX training should be required for all academic and non-academic managers, as well as all supervisory personnel and all student leaders. We propose that the individuals holding these key positions will become certified upon completion of this training and shall be appropriately recognized by the University with their annual evaluations.

It is the goal of the Office of Equal Opportunity Programs with the support of the President to schedule mandatory training for all administrative, managerial, supervisory personnel and student leaders within the University on a quarterly basis to accommodate schedules. As a result of providing training to these key individuals, the University will be in a position to demonstrate its’ commitment to equal opportunity, Affirmative Action, ADA Title II Section 504 and Title IX Compliance by incorporating this certificate of training into the rating objectives (EPMS) for all managerial and supervisory personnel.

With respect to our Affirmative Action Compliance, during the past three fiscal years, as reported by the S.C. Human Affairs Commission to the General Assembly, we achieved an overall level of goal attainment of 82.7%* as it relates to our overall Affirmative Action Plan, an overall increase of 4.2% since 2010. For the next three years we would like to project an overall level of
goal attainment of at least 85%. We believe this is achievable based upon our ongoing efforts and that through focused training and education [specifically targeting recruiting areas], we will be able to move our administrative, managerial and supervisory faculty and staff in the direction of helping us achieve our projected level of overall affirmative action goal attainment over the next three (3) years.

*Levels of goal attainment: 2011 – 81.5%, 2012 – 84.6%, 2013 – 82.1%

A. ASSESSMENT

In assessing the present state of the Office of Equal Opportunity Programs, the unit’s strengths clearly rest with our experienced staff and support personnel. The unit’s Executive Assistant to the President has approximately thirty (30) years of administrative and supervisory EEO experience and a training background in both EEO and affirmative action law as well as Title IX and ADA Section 504 training and experience and is fully supported by the General Counsel for the university. The two senior staff persons in the unit have more than twenty five (25) years of combined experience including both EEO investigative and affirmative action training as well as Title IX training and in 2013 the unit hired a staff employee who serves as the intake/investigator for all student/Title IX issues and is strategically located where students have readily accessible contact. The unit’s needs can best be described in the context of supply and demand. There is a tremendous demand from the University for the Office of Equal Opportunity Programs to continue to provide ongoing Title IX, ADA Section 504 training, EEO training and affirmative action assistance. In addition, our intake of formal and informal complaints has increased over the past three (3) years. This is due in part to the level of knowledge and awareness the faculty, staff and students now have as it relates to the purpose and function of the Office of Equal Opportunity Programs. The University of South Carolina’s system employs 2,259 full-time faculty and 3,774 full-time staff [includes unclassified administrators and librarians (Source: Proviso Report
submitted to SCHAC, Fall 2013]. The University, throughout all its campuses, has a total of 38,627 undergraduate students and 8,045 graduate and professional degree seeking students (Source: USC’s Office of Institutional Planning and Assessment for Fall 2013 as of October 25, 2013). Presently, the Office of Equal Opportunity Programs’ staff is not equipped nor staffed to the level that we can expeditiously respond to the level of requests that are being made for more training, affirmative action assistance, and internal review and resolution of formal and informal complaints.

Accordingly, the Office of Equal Opportunity Programs will be seeking to add at least two full time employees over the next year who can assist with training and work directly with all the campuses in handling equal opportunity, affirmative action, Title IX and ADA Title II Section 504 compliance training for faculty, staff and students. This has become a major priority and we have been able to provide this basic EEO, Title IX, ADA Title II Section 504 and affirmative action training during the past fiscal year in record numbers. Given the record numbers we have also targeted our student population for Title IX and related training and as a higher educational institution, it is imperative that the entire faculty and staff be given some basic exposure to not only EEO and affirmative action training but also Title IX and ADA Title II Section 504 compliance training.

Also, given the current staff and budgetary constraints we operate under, the Office of Equal Opportunity Programs as part of our strategic plan, we will continue to use our web site to provide even more basic information about the functions of the office. This web site provides basic information about the Office of Equal Opportunity Programs, the procedures for EEO complaint processing, affirmative action status reporting and the current affirmative action trends in higher education and at the University as well as Title IX and ADA Title II Section 504 compliance. Over the next three (3) years, we propose to continually expand our web site and provide even more
hands-on, basic EEO and affirmative action and Title IX information to the faculty and staff, as well as EEO training on how to comply with the ADA Title II Section 504, and how to prevent any type of illegal harassment within the university environment. Additionally, we want to expose every faculty and staff member, as well as our targeted student population, to the total services that the Office of Equal Opportunity Programs provides to the University. We believe that through the use of existing technology we will be able to reach the faculty, staff and all targeted student leaders and provide the training needed. We believe that by continually exposing our faculty, staff and targeted student population to basic EEO, Title IX, ADA Title II Section 504 and affirmative action training and education, we will be able to significantly alleviate potential discriminatory complaints and continue to improve our EEO and affirmative action posture throughout the University and on all our regional and four-year campuses.

B. ACTION PLAN

The goal of providing equal opportunity, affirmative action and Title IX and ADA Title II Section 504 training and education to the University community (at all its campuses) is a mammoth task and one that we realize will be ongoing. It is conservatively estimated that there are approximately three hundred administrative and supervisory members of the faculty (i.e. administrators, deans, associate deans, department chairs and supervisory personnel) and 600 managers and supervisory personnel who make up the staff throughout the University, as well as more than 50 to 60 student leaders who will need on-going training and mandatory training on EOP matters on an annual basis.

In reaching these individuals and providing this training we have identified those persons who fit the profile as administrative and supervisory members of the faculty and staff by name, position, area of responsibility and location and will continue to work with our student leadership which changes from year to year. Thanks to our President and General Counsel we have been able
to reach out to all these officials and they have fully cooperated and are eager and moving to take the training courses offered by EOP.

Those persons previously trained during the 2012-2013 fiscal year were officially registered by the University and we tracked the supervisory training that those individuals have received. A record of this training is maintained by the Office of Equal Opportunity Programs and the Division of Human Resources’ Training and Development Office. In addition, we will continue to coordinate our training efforts with the General Counsel’s Office, Division of Human Resources’ Training and Development Office as well as Student Affairs and the Student Disability Affairs Office and utilize the expertise they have available. We shall maintain a record of all past EEO training and this shall be made a part of each participant’s official training record, and hopefully will become a part of each supervisor’s EPMS each year.

Teleconferencing will continue to be a major vehicle for the delivery of all training. Dates and times for the various types of training offered during the 2014-2015 fiscal years, and ensuing years shall be disseminated to the faculty, staff and students in advance which should allow for planning, scheduling and maximum participation on all campuses of the University.

Another important function of the Office of Equal Opportunity Programs is the recruiting process. The Executive Assistant to the President for Equal Opportunity Programs (or his designee) regularly presents an EEO overview to search committees to assist their recruiting efforts and goals. During the 2014-2015 fiscal year, the Office of Equal Opportunity Programs will revise and update the manual “Strengthening Academic Excellence Through Affirmative Recruiting.” This booklet has been developed as a reference manual for search committees and other individuals responsible for academic recruitment and selection and has been provided to all academic deans and has served as a great resource. This manual provides guidance and assistance to those involved in the academic hiring process. We believe this document will continue to heighten the awareness and the
importance that our recruitment decisions have upon our affirmative action/equal opportunity posture at the University of South Carolina. Additionally, the Office of Equal Opportunity Programs will continue to make site visits to areas in the University system where recruitment is occurring. We hope this will serve as an informative and supportive function for those areas involved in the academic hiring process. We fully believe in the principle that at the University of South Carolina our success in ensuring equal opportunity for all persons has “no limits”.

SECTION V: RESOURCE INFORMATION

The Office of Equal Opportunity Programs currently employs six full time employees (five professional level and one administrative support person) as well as a part-time, temporary employee (the former Research Administrator). The Office of Equal Opportunity Programs is responsible for the investigation of all internal and external EEO, Title IX and ADA Title II Section 504 complaints. In addition, the Office of Equal Opportunity Programs is responsible for the monitoring and updating of the University’s Affirmative Action Plan and reporting requirements to the S.C. Human Affairs Commission, the Office of Federal Contract Compliance Programs (OFCCP), as well as other reports for the federal government (i.e., the U.S. Department of Labor’s VETS-100 and Disability Report) and all reports to the U.S. Department of Justice and U.S. Office of Civil Rights. The Office of Equal Opportunity Programs also serves as a key liaison [affirmative action resources role] for all faculty search committees, and is the liaison to the Access and Equity Program of the S.C. Commission on Higher Education (CHE) for the University. These activities are all mandated by state and federal laws and are considered as ongoing and required functions of the Office of Equal Opportunity Programs. Given these required responsibilities we have also, during the past fiscal year, been heavily involved with providing basic EEO, Title IX and ADA Title II Section 504 training and education to our supervisory faculty, staff and students. We have been very successful in providing this basic EEO, Title IX and ADA Title II Section 504 training at no cost to the faculty and staff by utilizing the current
experienced and qualified EOP employees on board. However, given the number of supervisory faculty, staff and students still in need of EEO, Title IX and ADA Title II Section 504 training and education, as well as the tremendous demand from the faculty, staff and students for additional specific EEO training and education, we cannot continue to fulfill our other ongoing responsibilities and provide the level and quality of training that is required without additional resources. We believe that an ounce of prevention (training and education) is worth a pound of cure. Accordingly, we will continue to prioritize training and education as an essential element of our strategic plan over the next three years.

As stated previously, for the 2012-2013 fiscal year, we added one additional professional level employee with a paralegal background who is assigned to work specifically on Title IX issues with students, staff and faculty. This individual’s office is located in the heart of the campus in Thomas Cooper Library where students have ready access. We believe that by filling this position and the two positions we are seeking to fill over the next two years and through the use of existing technology, such as teleconferencing, we can establish basic and specialized EEO, Title IX and ADA Title II Section 504 training and educational programs on all campuses of the University in a timely manner. We believe this will greatly enhance our training and educational capacity and will greatly improve our compliance posture and significantly reduce our risks and liability as it relates to possible student complaints of discrimination throughout the University. We believe that by being proactive we can move to prevent and eliminate discrimination and truly achieve the President’s mandate of non-discrimination and equal opportunity and Title IX compliance throughout the University. Since 2012 on college and university campuses around the United States and here in South Carolina, student Title IX complaints of sexual assault, sexual harassment and sexual bullying have escalated and hundreds of federal complaints have been filed with the U.S. Department of Justice and U.S. Office of Civil Rights placing many universities and colleges in serious jeopardy and liability in federal court. Additionally, the federal government is now focusing on how employers are ensuring equal opportunity and equitable treatment for military veterans and veterans with disabilities. Accordingly, the USC EOP Office with the support of the
General Counsel’s Office has made addressing these issues a priority and we have been very successful in handling any issues of this nature internally without federal intervention.

This resource assessment has been made after careful review of the current state of affairs of the University from an EEO, Title IX, ADA Title II Section 504 and affirmative action compliance perspective. This assessment covers a period of three (3) fiscal years and we believe accurately reflects the need for ongoing basic and specialized EEO, Title IX and ADA Title II Section 504 training and education for key administrative, supervisory personnel as well as our students and student leaders. In addition, by prioritizing and making EEO, Title IX and ADA Title II Section 504 training and education as an essential element of our strategic plan, we believe that we will be able to ensure the University of South Carolina continues to be the lead university in the state of South Carolina in terms of federal and state law compliance and we can eventually offer both basic and specialized EEO, Title IX and ADA Title II Section 504 compliance training to other S.C. State Agencies and Educational Institutions who may need help.

Prepared by: Bobby D. Gist

Executive Assistant to the President for Equal Opportunity Programs