



UH Mānoa and UH System Offices

Title IX

Information for Faculty and Staff

Online Training

Visit the UHM Title IX Office and the EEO/AA Office websites for links to online training.

In Case of Emergency...

To report incidents that may be criminal in nature, call: **Honolulu Police Department** (HPD) at 911 or call the UH Mānoa **Department of Public Safety** (DPS) at (808) 956-6911. DPS provides escort services on campus.

Community Resources

Sex Abuse Treatment Center	(808) 524-7273
Domestic Violence Action Center	(808) 531-3771
Parents and Children Together	(808) 847-3285
Family Peace Center, O'ahu	(808) 832-0855
Volunteer Legal Services Hawai'i	(808) 528-7046
Legal Aid Society of Hawai'i	(808) 536-4302
	(800) 499-4302

State and Federal Agencies

Office for Civil Rights (covers students)	(206) 607-1600
U.S. Dept. of Education	
Hawai'i Civil Rights Commission (covers employees)	(808) 586-8636
U.S. Equal Employment Opportunity Commission (EEOC) (covers employees)	(800) 669-4000

Equal Opportunity and Nondiscrimination

The University of Hawai'i is committed to a policy of equal opportunity and nondiscrimination on the basis of race, sex, age, religion, color, national origin, citizenship (except under applicable laws), ancestry, disability, genetic information, marital status, arrest and court record (except under applicable laws), sexual orientation, gender identity and expression, National Guard absence, uniformed service, income assignment for child support, pregnancy, breastfeeding, status as a victim of domestic or sexual violence (includes stalking), or status as a protected veteran.

Office of Equal Employment Opportunity and Affirmative Action (EEO/AA)

Administrative Services Bldg. 1, Rm. 102
2442 Campus Rd., Honolulu, HI 96822
(808) 956-7077
email: eeo@hawaii.edu web: www.hawaii.edu/eeo/

Title IX Coordinators

If you have questions, reports, complaints, or concerns, contact the Title IX Coordinators. (Please note that these offices will maintain privacy to the extent practicable, but cannot promise strict confidentiality.)

Dee Uwono, Director & Title IX Coordinator

UH Mānoa Title IX Office (808) 956-2299
manoa.hawaii.edu/titleix t9uhm@hawaii.edu

UH EEO/AA Office (808) 956-7077
www.hawaii.edu/eeo/ eeo@hawaii.edu

Confidential Resources For Employees

Employee Assistance of the Pacific (Employee Assistance Program)

Phone: (808) 597-8222 | Toll Free: (877) 597-8222

Fax: (808) 597-8230

Hours: Monday – Friday, 8 a.m. – 5 p.m.

Website: <https://www.eapacific.com/?customer=UH>

For UH Manoa Students

Confidential Mānoa Advocate

(808) 956-9499 – manoaadv@hawaii.edu

UH Confidential Advocacy

(808) 341-4952 – advocate@hawaii.edu

University Health Services Mānoa

(808) 956-8965 – hawaii.edu/shs/

Counseling and Student Development Center

(808) 956-7927 – manoa.hawaii.edu/counseling/



Policy, Reporting, and Resources for

- Sexual Discrimination
- Sexual Harassment
- Gender-Based Violence

What is Title IX?

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It covers all students, employees, and guests, regardless of their gender, sexual orientation, gender identity or gender expression.

What is Title VII?

Title VII of the Civil Rights Act of 1964 is a federal law that prohibits discrimination against employees based on sex, race, color, national origin, and religion. Title VII prohibits the broad spectrum of sexually harassing conduct in the workplace, including gender-based violence.

What is VAWA?

The Violence Against Women Act (VAWA) is a landmark federal legislation to address and prevent sexual violence. The law protects individuals regardless of their gender. Under VAWA, the University must provide prevention education, information, reporting and complaint options, including law enforcement options.

Sexual Harassment

Sexual harassment is a form of sex discrimination that is strictly prohibited by University policy. It includes unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature. Examples include:

- Sexual assault
- Dating violence
- Domestic violence
- Stalking

Gender-Based Violence

Gender-based or sexual violence is a form of sexual harassment. Such conduct is discriminatory and may also be criminal in nature.

Non-Retaliation

The University prohibits and will not tolerate retaliation against any person who seeks advice, makes a report or complaint, or serves as a witness under these policies.



Reporting and Getting Help

All University employees should immediately report incidents of gender-based or sexual violence, sexual harassment, and other sex discrimination prohibited by EP 1.204. Contact your Title IX Coordinator who can provide information and referral to resources such as: medical, counseling, confidential resources, safety, law enforcement, policies, informal and formal complaint options.

Please note that the Title IX offices will maintain privacy to the extent practicable, but they cannot promise strict confidentiality. Follow up actions such as investigations or safety measures may be initiated.

Students are not required to go directly to the Title IX office. They may go directly to a confidential resource listed in this brochure.

Supportive Measures

The University will take steps to protect employees' and students' rights, including the provision of accommodations or supportive measures, if appropriate and reasonably available. Examples include no-contact orders, security escort services, counseling, changes in working arrangements, etc.

Complaint Options

Complaint options include informal resolution, formal complaint investigation under University procedures AP 1.202, Interim AP 1.204, and/or criminal investigations with local law enforcement. (Mediation is not appropriate when violent behavior is involved.)

Reporting a Crime

In cases of sexual violence, UH employees should respect the victim's choice to report or not to report the incident to law enforcement. You can offer to contact the Title IX Coordinator, HR, or Student Affairs to support or accompany the victim while they file a report, or if you feel comfortable doing so, you can offer to accompany the victim.

EP 1.204 – Sex and Gender Based Misconduct Policy

Covers definitions, responsibilities, reporting, and confidentiality.

www.hawaii.edu/offices/eoo/policies/#assault

EP 1.203 – Policy on Consensual Relationships

Prohibits initiating or engaging in a new consensual (romantic or sexual) relationship between employees and between employees and students when one member has a direct evaluative and/or supervisory responsibility for the other (grading, counseling, coaching).

www.hawaii.edu/offices/eoo/policies/#consensual

EP 1.202 – Nondiscrimination, Equal Opportunity, and Affirmative Action Policy

The University is committed to a policy of nondiscrimination.

www.hawaii.edu/offices/eoo/policies/#discrimination

AP 1.202 & AP 1.204 – Complaint Procedures

Covers complaint procedures for informal resolution and formal complaint investigations covering discrimination.

www.hawaii.edu/offices/eoo/complaint-procedures/

