



Office of Institutional Equity

April 28, 2020

Dear Students, Faculty and Staff,

As our campus community continues to adjust to all the changes that come with remote learning and working, Seattle University remains firmly committed to promoting and maintaining a safe, equitable and accessible working, learning and living environment – free from discrimination and harassment, including sexual harassment and other forms of sexual misconduct.

I write at this time to remind everyone of university reporting options and support resources, and to highlight additional information that is particularly relevant during this time.

- **Reporting Options and Support Resources:** Seattle University offers various ways for members of our community impacted by any form of protected class discrimination and harassment, including sexual harassment and other forms of sexual misconduct, to bring forward concerns and to seek support and assistance. Key university reporting options and support resources – along with information about how they are available during this time, as well as relevant off-campus support resources, can be found at this OIE [web page](#).
- **Online, Virtual and Off-Campus Conduct:** It is important that everyone understands that in addition to on-campus conduct, the university's discrimination, harassment and sexual misconduct policies apply to conduct that occurs in the context of remote learning and working, including online, virtual and off-campus

behaviors. Community members are encouraged to report conduct of this nature, and those impacted by such behaviors are encouraged to seek support and assistance.

- **Dating and Domestic Violence:** We are mindful that community members may be at heightened risk of dating and domestic violence during this time of learning and working remotely and following stay-home orders. Please know that the university offers support resources and assistance to community members impacted in this way – whether or not other SU affiliates are involved and whether or not a formal report is made. We encourage community members to seek the support that is right for them, and have included on our [web page](#) resources that are available throughout the country, 24/7, and in multiple formats and languages.
- **COVID-19-Related Discrimination:** We are also aware that during the COVID-19 crisis there is an increased risk of bias incidents and discrimination targeted at community members based on actual or perceived race and/or national origin, as well as disability. Here, too, university support resources and assistance are available to community members, whether or not other SU affiliates are involved and whether or not a formal report is made. In addition to support and reporting resources, on our [web page](#) we have included information about a reporting center that is collecting and tracking anti-Asian American and Pacific Islander incidents throughout the country in response to an increase of incidents resulting from the COVID-19 pandemic.
- **Access and Accommodations:** The university is committed to providing equal access and reasonable accommodations for all community members, and Disability Services and Human Resources are available remotely to support students, faculty and staff as they fulfill this commitment. Disability Services (DS) is working with faculty and students to help meet the need for new and changing academic accommodations that comes with the shift to remote learning. [Helpful FAQ's](#) for all can be found on DS's site.

The Office of Institutional Equity encourages you to review the key university and off-campus resources linked in this message, and we welcome you to [contact](#) us if you have any questions or if our office can otherwise be of assistance.

Sincerely,

Andrea Herrera Katahira

Assistant Vice President for Institutional Equity

Chief EEO Officer | Title IX Coordinator | ADA/504 Coordinator