Effective Date: October 2020
Last Revised Date: October 2020
Next Review Date: October 2021
Policy/Guideline Custodian: Dean, SAI
Category: Human Resources

Title

College of Dentistry Antidiscrimination Statement

Statement

The University of Florida and the University of Florida College of Dentistry are firmly committed to fostering an environment free from discrimination. The college values human dignity, racial, ethnic and cultural diversity, and equality of opportunity. The University is committed to nondiscrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act.

For further information, visit:

https://regulations.ufl.edu/wp-content/uploads/2012/09/1006.pdf

https://hr.ufl.edu/manager-resources/employee-relations/employee-inquiry-and-complaint-procedures/complaint-filing-options/

UFCD Code of Conduct

UFCD Internal process:

If you feel you are a target of discrimination or harassment:

- Document the occurrence- include details (dates, times, and statements or acts).
- Consult one of the resources listed below:

- Notify your supervisor of your concern. They can provide information on the appropriate actions to resolve the situation.
- In addition, the resources below can recommend formal or informal ways to address concerns and can help you discuss your situation in a confidential setting.

If you are a supervisor:

- If someone reports a concern to you, you must speak with the person who reported the complaint and seek assistance immediately. You must consult one of the resources below immediately.
- If you see or suspect discrimination, take the initiative and consult first. If you see something, say something.
- Remember: You are a role model for everyone around you. Treat everyone with respect and dignity.

If you are a peer or colleague who sees offensive behavior:

- Document the occurrence- include details (dates, times, and statements or acts).
- Share with your peer or colleague the resources on the list below, which provide both formal and informal ways to discuss concerns.
- People who are discriminated against but do not speak up, for whatever reason, often report feeling upset with themselves as well as the situation. You can help by supporting others.

UF Complaint process:

Complaints and Appeal Procedures. Any employee or student who believes that he or she is the target of discrimination or harassment, including without limitation sexual harassment as defined by UF regulations or retaliation for filing a claim of discrimination, may pursue informal resolution of the complaint or may file a formal written complaint in accordance with University of Florida Regulations 1.0063 and 4.012. Employees and students may contact the Office of Title IX Compliance to report sexual harassment; supervisors are required to report any allegations or concerns to the Office of Title IX Compliance. Other complaints of harassment or discrimination may be reported to UF Human Resources-Employee Relations. For further information, visit: https://regulations.ufl.edu/wp-content/uploads/2012/09/1006.pdf

References

University Regulation 1.006: Non-Discrimination/Harassment/Invasion of Privacy Policies

Options for Reporting Concerns and Filing Complaints

UFCD Code of Conduct

Contact Information

Policy Contact(s)

Dr. Patty Xirau-Probert, Assistant Dean
pprobert@dental.ufl.edu

Where to Get Help in UFCD:

Students:

Office of Student Advocacy and Inclusion
Dr. Patty Xirau-Probert: pprobert@dental.ufl.edu
Anthony Licari: alicari@dental.ufl.edu

Office of Academic Affairs
Dr. Patricia Pereira: ppereira@dental.ufl.edu

Residents:

School of Advanced Dental Sciences
Dr. Roberta Pileggi: rpileggi@dental.ufl.edu

Faculty:

Associate Dean of Faculty Affairs
Dr. Joseph Riley: jriley@dental.ufl.edu

Staff:

Human Resources
Amanda Phelps: aphelps@dental.ufl.edu
Christina Perez: cperez@dental.ufl.edu

Where to Get Help at UF:

Equal Opportunity & Affirmative Action
Brook Mercier, Assistant Vice President, eeo@ufl.edu

Office of the Chief Diversity Officer
Antonio Farias: antoniofarias@ufl.edu

Disability Resource Office
drc@ufsa.ufl.edu

Employee Assistance Program
EAP.ufl.edu, 833-306-0103

UF Compliance Hotline
877-556-5356, or using its online reporting service

Office of Title IX Compliance (Sexual Harassment)
Russell Froman, inform@titleix.ufl.edu

Office of the Ombuds
Ronald Anderson, randerson@aa.ufl.edu

University Police Department
Office of Victim Services, 352-392-1111

Important Dates

- Original Effective Date: October 12, 2020, Approver: Dr. A. Isabel Garcia, Dean
- Revision and Review Dates, Change notes, title of Reviewer or Approver: