

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, religious and cultural diversity, and equality of opportunity. Accordingly, the college prohibits and will not tolerate discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, disability, or status as a veteran.

For further information, visit:

- [UF's regulations for non-discrimination, harassment & invasion of privacy policies](#)
- [UF Human Resources for options on reporting concerns and filing complaints](#)
- [The UF College of Dentistry 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. Consult one of the resources below.
- 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 GRIEVANCE PROCESS**

Complaints and Appeal Procedures: Any employee or student who believes that he or she is a victim 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 Director of Institutional Equity and Diversity to seek assistance in informally resolving the complaint or in filing a formal complaint or grievance. [Visit the process online for more information.](#)

## Where to Get Help at the UF College of Dentistry

### STUDENTS

#### *Office of Student Advocacy & Inclusion*

Dr. Patty Probert: [pprobert@dental.ufl.edu](mailto:pprobert@dental.ufl.edu)

Anna Kvam: [akvam@dental.ufl.edu](mailto:akvam@dental.ufl.edu)

Alex Franklin: [afranklin@dental.ufl.edu](mailto:afranklin@dental.ufl.edu)

Jordan Sharpshair: [jsharpshair@dental.ufl.edu](mailto:jsharpshair@dental.ufl.edu)

#### *Office of Academic Affairs*

Patricia Pereira: [ppereira@dental.ufl.edu](mailto:ppereira@dental.ufl.edu)

### RESIDENTS

#### *School of Advanced Dental Sciences*

Roberta Pileggi: [rpileggi@dental.ufl.edu](mailto:rpileggi@dental.ufl.edu)

### FACULTY

#### *Dean of Faculty Affairs*

Joseph Riley: [jriley@dental.ufl.edu](mailto:jriley@dental.ufl.edu)

### STAFF

#### *Human Resources*

Amanda Phelps: [aphelps@dental.ufl.edu](mailto:aphelps@dental.ufl.edu)

Christina Perez: [cperez@dental.ufl.edu](mailto:cperez@dental.ufl.edu)

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## Where to Get Help at the University of Florida

### *Equal Opportunity & Affirmative Action*

Brook Mercier

Director of Employee Relations

[eeo@ufl.edu](mailto:eeo@ufl.edu)

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### *Office of the Chief Diversity Officer*

Marcia McGriff

[mmcgriff1@ufl.edu](mailto:mmcgriff1@ufl.edu)

### *Disability Resource Office*

[DRC@ufsa.ufl.edu](mailto:DRC@ufsa.ufl.edu)

### *Employee Assistance Program*

833-306-0103

### *UF Compliance Hotline*

(877) 556-5356 or using its [online reporting service](#), 24/7

### *Office of Title IX Compliance (Sexual Harassment)*

Dr. Russell Froman

[inform@titleix.ufl.edu](mailto:inform@titleix.ufl.edu)

### *Office of the Ombuds*

[randerson@aa.ufl.edu](mailto:randerson@aa.ufl.edu)

### *University of Florida Police Department*

Office of Victim Services

352-392-1111, 24/7