

Effective Date: October 2020
Last Revised Date: December 2022
Next Review Date: December 2024
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, 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 Complaint 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

Anna Kvam: akvam@dental.ufl.edu

Alex Franklin: afranklin@dental.ufl.edu

Office of Academic Affairs

Patricia Pereira: ppereira@dental.ufl.edu

RESIDENTS

School of Advanced Dental Sciences

Roberta Pileggi: rpileggi@dental.ufl.edu

FACULTY

Associate Dean of Faculty Affairs

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 the University of Florida

Equal Opportunity & Affirmative Action

Robert Cancellieri

Director of Employee Relations

EmployeeRelations@hr.ufl.edu

Office of the Chief Diversity Officer

Marcia McGriff

mmcgriff1@ufl.edu

Disability Resource Office

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

Office of the Ombuds

randerson@aa.ufl.edu

University of Florida Police Department

Office of Victim Services

352-392-1111, 24/7

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, Associate Dean

pprobert@dental.ufl.edu

Important Dates

- Original Effective Date: October 12, 2020, Approver: Dr. A. Isabel Garcia, Dean
- Reviewed December 2022, Approver: Dr. A. Isabel Garcia, Dean