

**The University of North Carolina at Chapel Hill**  
**Plan for Safe and Inclusive Working Environments for Off-Campus or Off-Site Research**

The University of North Carolina at Chapel Hill has policies prohibiting harassment, stalking, bullying, hazing, and conduct that is unwelcome, offensive, indecent, obscene, or disorderly, and has procedures and practices in place to prevent and address such behaviors.

The relevant policies include:

- [Policy on Prohibited Discrimination, Harassment, and Related Misconduct](#)
- [Policy on Prohibited Sexual Harassment Under Title IX](#)
- [Workplace Violence Policy](#)
- [Improper Relationships Between Students and Employees Policy](#)

### **Steps to Nurture an Inclusive Off-Campus Working Environment**

- All UNC-Chapel Hill employees are required to take Preventing Harassment and Discrimination and Managing Bias trainings.
  - If you will be participating in off-campus research and have not yet completed these trainings, contact [eoc@unc.edu](mailto:eoc@unc.edu) with the subject line “Training for NSF Off-Campus Work.”
- All UNC-Chapel Hill employees are required to review the above-listed policies, which apply to their off-campus research conducted pursuant to their employment at UNC-Chapel Hill.
  - If you will be participating in off-campus research, review each of the above policies.
- All off-campus research site participants have the option to report misconduct of UNC-Chapel Hill employees at the off-campus research site as indicated below.
- All off-campus research site participants may access the UNC-Chapel Hill resources for addressing these forms of misconduct.
  - Resources are attached to this plan and are available at <http://safe.unc.edu>.

### **Process for Making Reports**

- Reports can be made to the Equal Opportunity and Compliance Office at [reportandresponse@unc.edu](mailto:reportandresponse@unc.edu), at 919-966-3576, or [through the online reporting form](#) for assessment, referral to any other applicable unit(s), and response.

### **Process for Resolving Reports**

- Reports made to the Equal Opportunity and Compliance Office will be addressed consistent with the applicable procedures. More information can be found in those procedures.
  - [Procedures for Reporting and Responding to Complaints of Discrimination, Harassment, and Related Misconduct by a University Employee](#)
  - [Procedures for Addressing Prohibited Sexual Harassment Under Title IX](#)
  - Applicable procedures for addressing complaints under the Workplace Violence Policy
- Reports made to Employee and Management Relations will be addressed consistent with the applicable procedures.