



Date: May 12, 2022

To: National Institutes of Health

From: Penny Gordon-Larsen, Interim Vice Chancellor for Research

A handwritten signature in blue ink, appearing to read 'Becci Menghini', positioned above a horizontal line.

Becci Menghini, Vice Chancellor for Human Resources and Equal Opportunity and Compliance

A handwritten signature in blue ink, appearing to read 'Penny Gordon-Larsen', positioned above a horizontal line.

Re: **Institutional Commitment to Ensuring Proper Policies, Procedures and Oversight to Prevent Discriminatory Harassment and Other Discriminatory Practices**

This memorandum is being submitted by The University of North Carolina at Chapel Hill (the “University”) in accordance with the National Institutes of Health (NIH) Notice No. NOT-OD-029 (the “Notice”). Pursuant to the Notice, applications for NIH institutional training grants (T15, T32, T34, T35, T36, T37, T90/R90, TL1, TL4) must include a letter on institutional letterhead signed by a key institutional leader that describes the University’s commitment to ensuring that proper policies, procedures, and oversight are in place to prevent discriminatory harassment and other discriminatory practices. The letter is required for all applications submitted for due dates on or after January 25, 2019.

The University is committed to providing an inclusive and welcoming campus community free from discrimination, harassment, and related misconduct. Consistent with these principles, it is the University’s policy not to discriminate on the basis of an individual’s age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status or any other protected status, as provided in the University’s Policy on Prohibited Discrimination, Harassment and Related Misconduct, Policy on Prohibited Sexual Harassment under Title IX, and related procedures (collectively, the “Policies”). Pursuant to the Policies, no person, on the basis of protected status, shall be subjected to unlawful discrimination, harassment, or retaliation under any University program or activity or with respect to employment terms and conditions. The University’s Policies also expressly prohibit sex or gender-based harassment, sexual violence, interpersonal violence, and stalking.



The University's Equal Opportunity and Compliance Office ("EOC") oversees the University's Policies. The Policies are made available during new employee and student orientation and are publicly available at <https://policies.unc.edu> or <http://eoc.unc.edu/our-policies/ppdhrm/>. The Policies define prohibited behaviors, provide guidance on reporting discriminatory behavior, and address the procedures used when responding to reports under the University's Policies. The EOC implements and enforces the Policies by sharing information about the Policies, receiving reports of potential violations, coordinating measures to help protect the safety and well-being of parties, investigating reports, and managing hearings. In furtherance of the University's commitment on these matters, the one-time Assurance of Compliance (Form HHS 690) has been filed with the U.S. HHS Office for Civil Rights ("OCR").

The University acknowledges and agrees to comply with all applicable NIH requirements and University procedures¹, including those for notifying and obtaining NIH's prior approval when there is a change in Program Director/Principal Investigator ("PD/PI") or other senior/key personnel that impacts the PD/PI's or senior/key personnel's ability to continue his/her role on the NIH award as described in the grant application.

¹ Available at <https://research.unc.edu/sponsored-research/operating-standards/#500.3>