

Office of Equal Opportunity and Compliance

Resources and Support for Students, Faculty, and Staff



Georgia Tech encourages individuals to seek assistance for incidents involving discrimination, discriminatory harassment, and retaliation. The Office of Equal Opportunity and Compliance (EOC) provides individuals with information about resources, support services and interim measures, voluntary remedies, reporting options, and resolution pathways. The purpose of this document is to provide the campus community with an overview of prohibited conduct, reporting options, on-campus resources, and information about the Equal Opportunity, Non-Discrimination, and Anti-Harassment (NDAH) Policy Resolution processes. For more information, please visit eoc.gatech.edu.

What Conduct is Prohibited Under the NDAH Policy?

EOC is responsible for addressing complaints of retaliation and discrimination, including discriminatory harassment, on the basis of race, ethnicity, ancestry, color, religion, sex (including pregnancy), sexual orientation, gender identity, gender expression, national origin, age, disability, genetics, or veteran status in its programs, activities, employment, and admissions.

Senior Director/Title IX Coordinator
404.317.2270 | TitleIX@gatech.edu

To review the NDAH Policy and Procedures please visit eoc.gatech.edu and policylibrary.gatech.edu/employment/equal-opp-ortunity-nondiscrimination-and-anti-harassment-policy

After an Incident

Seek Support: For faculty and staff seeking confidential support, you can request Employee Assistance Program services at 1.844.243.4440.

For students seeking confidential support, you can request an appointment for counseling services at the Center for Mental Health Care and Resources, at 404.894.3498 and mentalhealth.gatech.edu.

Reporting

Members of the campus community can report incidents of discrimination and harassment to EOC in the following ways:

EOC Reporting Form:

Email
TitleIX@gatech.edu

Phone
404.317.2270
Monday – Friday, 8 a.m. – 8 p.m.

In Person

Paper Tricentennial Building
500 Tenth Street NW (4th Floor)
Atlanta, GA 30318



After an Incident Report is Received

Upon receipt of an incident report, EOC will conduct an initial evaluation, typically within five business days of receipt of a report or Complaint. The initial evaluation typically includes:

- ▶ Assessing whether the reported conduct may reasonably constitute a NDAH Policy violation
- ▶ Determining whether the Institute has jurisdictions over the reported conduct
- ▶ Notifying the Complainant of the available resolution options
- ▶ Determining whether the Complainant wishes to file a Complaint
- ▶ Notifying the Respondent of the available resolution option if a Complaint is filed.

If EOC is not the proper office to handle the report, the report may be referred to the appropriate office for review.



Interim Measures/Support Services

If it is determined that interim measures/support services are required to mitigate potential Prohibited Conduct, EOC will implement appropriate and available interim measures/support services after consultation with appropriate Institute officials.

Interim measures/support services may include, but are not limited to:

- ▶ Academic support, extensions of deadlines, or other course/program related adjustments
- ▶ Class scheduling modifications, withdrawals, or leaves of absence
- ▶ Referral to the Employee Assistance Program
- ▶ Referral to community-based service providers
- ▶ Issuance of a no contact directive

Efforts are made to complete the investigation and resolution within 120 business days. Temporary delays and limited extensions may be granted by the institutions for good cause throughout the investigation and resolution process.

Resolution Processes

The Formal Resolution Process is the Institute's primary resolution approach unless all Parties and the Institute agree to an Informal Resolution Process. EOC considers the Parties' preferences, but the process used to resolve allegations of the NDAH Policy is ultimately determined at EOC's discretion.

Informal Resolution Process: EOC will obtain voluntary, written confirmation from all Parties indicating they wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution. The informal resolution process is a structured, voluntary, confidential process that is between the parties, their advisors, and an informal resolution facilitator. This is an alternative to the Institute's formal resolution process to resolve a complaint.

Formal Resolution Process: can be pursued at any time during the Resolution Process for any behavior for which the Respondent has not accepted responsibility that would constitute Prohibited Conduct covered by the NDAH Policy if proven.

Investigation: An investigator is assigned and will coordinate the fact-finding portion in a prompt, fair, and impartial manner.

Adjudication: The decision-maker will determine whether, based on a preponderance of the evidence, the Respondent (alleged person) is responsible or not responsible for a policy violation.

Appeal: Parties can appeal a determination of responsibility and/or dismissal.

Filing a Complaint

If the Complainant – the person who experienced the alleged misconduct – indicates they wish to initiate the Resolution Process, EOC will work with the Complainant to determine which resolution option they want to pursue.

Off Campus Resources

Visit: eoc.gatech.edu/reporting-options/i-want-talk-someone

On Campus Resources

Privileged Resources

Center for Mental Health Care and Resources (for Students)

404.894.3498

mentalhealth.gatech.edu

STAMPS Health Services (for Students)
health.gatech.edu

Employee Assistance Program (for Faculty and Staff)

1.844.243.4440

hr.gatech.edu/employee-assistance-program

Confidential Resources

Georgia Tech Ombudsperson (Faculty, Staff, and Students)

404.775.0428

gatech.edu/ombuds

VOICE Advocates

404.894.9000 | voice@gatech.edu

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