

EQUITY MODULE

Equity and Sustainability

Sustainability is about more than just taking care of the environment: It is a holistic approach that considers the economic and social impact of our actions. You can remember these aspects of sustainability with the Three P's: People, Planet, Prosperity. Equity encourages us to think through the needs of the office collectively, as well as the diverse needs of individuals.

The University is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with these principles and applicable laws, it is the [University's policy](#) not to discriminate based on **age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status**. Such a policy ensures that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied.

Why is Equity Important at UNC?

Workplaces can support the success and wellbeing of employees when they strive for workplace equity. The Equal Opportunity and Compliance (EOC) office offers an array of programs and trainings that teach how to be inclusive and supportive of everyone in your office. The EOC addresses reported misconduct under the University's non-discrimination policies, helps provide accommodations related to disability, pregnancy, and religion, and ensures that employment opportunities and decisions are made fairly. Empowered employees are essential to the smooth functioning of the university.

Every employment opportunity and decision should be based on two things – skill and ability. The EOC helps the University satisfy this commitment by overseeing fair and equitable recruitment efforts, providing search committee training, and offering violence prevention and response trainings.

How to Make Your Office More Sustainable

Equity Tasks

Complete 8 out of the 10 tasks below.

Task	Resources	Check
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Have at least one Safe Zone-trained employee in the office	Safe Zone Training	
Share upcoming courses for professional development, HR policies and procedures, and work-life and wellness.	Human Resources Courses	
Have at least one HAVEN-trained employee in the office	Link to HAVEN training sign up	
Post a copy of UNC's monthly Diversity newsletter in a common area or forward it to your employees	Diversity Newsletter Signup Diversity Newsletter Archive	
Encourage employees to include their pronouns in their email signature		
Post UNC's non-discrimination statement on your website, educational materials, and employment materials as applicable	Non-Discrimination Policy and How to Use It	
Schedule an ADA training for your office	ADA Training Signup Instructions	
Schedule a harassment or discrimination prevention training for your office	EOC Trainings List	
Schedule a accommodation training for your office	Accommodations in the Workplace Training	
Wildcard: Have an idea for another task not listed? Reach out to Sustainable Carolina's Green Office Program to see if it will work!	Sustainable Carolina Contact	
	TOTAL	

Contacts & Resources

[Sustainable Carolina](#) | [Green Office Program](#)

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[Equal Opportunity and Compliance](#)

[Equal Opportunity and Compliance Forms](#)

[LGBT Center](#)

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[Carolina Women's Center](#)

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