**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](https://eoc.unc.edu/our-policies/ppdhrm/) 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.**

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| --- | --- | --- |
| **Task** | **Resources** | **Check** |
| Have at least one Safe Zone-trained employee in the office | [Safe Zone Training](https://lgbtq.unc.edu/programs/programs-education/safe-zone/) |  |
| Share upcoming courses for professional development, HR policies and procedures, and work-life and wellness. | [Human Resources Courses](https://unc.csod.com/LMS/catalog/EventsCalendar.aspx#m=2&d=10/22/2021) |  |
| Have at least one HAVEN-trained employee in the office | [Link to HAVEN training sign up](https://safe.unc.edu/haven/) |  |
| Post a copy of UNC’s monthly Diversity newsletter in a common area or forward it to your employees | [Diversity Newsletter Signup](https://diversity.unc.edu/subscribe-to-our-newsletter/)  [Diversity Newsletter Archive](https://diversity.unc.edu/news-updates/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](https://eoc.unc.edu/our-policies/policy-statement-on-non-discrimination/) |  |
| Schedule an ADA training for your office | [ADA Training Signup Instructions](https://eoc.unc.edu/what-we-do/trainings-programs-awareness/) |  |
| Schedule a harassment or discrimination prevention training for your office | [EOC Trainings List](https://eoc.unc.edu/what-we-do/trainings-programs-awareness/) |  |
| Schedule a accommodation training for your office | [Accommodations in the Workplace Training](https://eoc.unc.edu/what-we-do/trainings-programs-awareness/) |  |
| 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](https://ie.unc.edu/people/cindy-shea/) |  |
| **TOTAL** | |  |

**Contacts & Resources**

[Sustainable Carolina](https://sustainable.unc.edu/contact-us/) l [Green Office Program](https://tarheels.live/greenofficeprogram/)

Cindy Shea | [greenoffice@unc.edu](mailto:greenoffice@unc.edu)

[Equal Opportunity and Compliance](https://eoc.unc.edu/)

[Equal Opportunity and Compliance Forms](https://eoc.unc.edu/resources/forms/)

[LGBT Center](https://lgbtq.unc.edu/)

[lgbtq@unc.edu](mailto:lgbtq@unc.edu) | 919-843-5376

Director: Dr. Terri Phoenix | [tphoenix@email.unc.edu](mailto:tphoenix@email.unc.edu)

[Carolina Women’s Center](https://womenscenter.unc.edu/)

[cwc@unc.edu](mailto:cwc@unc.edu) | (919) 962-8305 | [Contact Form](https://womenscenter.unc.edu/contact/)