What Do We Do?

EOAA supports schools/departments/faculty/staff/students with:
- Recruitment of faculty and staff
- Grant/contract compliance
- Guidance and support on issues related to discrimination and harassment
- Policy enforcement

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How Can We Help?

If you believe you have been treated differently (discrimination) or subjected to verbal or other derogatory comments (discriminatory harassment) on the basis of race, color, sex, gender identity, gender expression, national origin, disability, military status, or any other legally protected status, you may file a report with EOAA. In addition, if you believe you have been the victim of Gender-Based Misconduct by an employee (sexual harassment, sexual assault, domestic violence, dating violence, stalking, sexual exploitation), you may file a written, verbal or in-person report with EOAA.

What If I Want to Speak Confidentially?

If you do not wish to file a report and wish to speak to someone confidentially, these are your options. Every other Columbia office is non-confidential and is required to inform EOAA of any discrimination, discriminatory harassment or gender-based misconduct they become aware of.

STAFF AND FACULTY
1. Ombuds Office
   http://ombuds.columbia.edu/
   Morningside Tel: (212) 854-1234
   CUMC Tel: (212) 304-7026
2. Employee Assistance Program (EAP)
   Call Toll-Free 24/7: 888-673-1153
   www.hriworld.com
   Username: Columbia
   Password: eap

STUDENT
1. SVR
2. Ombuds
3. Health Services
4. University Chaplain
5. Counseling Center

What If I’m Reluctant to Report?

We understand that there may be many reasons why someone would be reluctant to file an official report. One of the biggest concerns is that the person will be treated differently or unfairly, ostracized, or otherwise punished by others because they filed a report. Columbia has a very strict Non-Retaliation Policy, which prohibits retaliation and provides for disciplinary proceedings against anyone who retaliates.

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