

Policy Change Log - March 2020

Major Edits

Major edits include anything that alters the purpose or effect of the document.

Title	Link
Pandemic and Communicable Disease Emergency Policy	https://unc.policystat.com/policy/7824105/latest/

Policy Summary:

This policy outlines provisions covering the following human resource areas in case of a communicable disease or other serious public health threat that is declared by the public health officials to be a public health emergency, including:

- Designation of mandatory employees
- Compensation for mandatory employees
- Accounting for absences
- Emergency furlough provisions

Revisions:

- Adding “Employee Reassignments” section to align with System Office policy,
- Technical language corrections & Updating links and references
- Reformatting into the University Policy Template.

Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking

<https://unc.policystat.com/policy/7786789/latest/>

Policy Summary:

The PPDHRM sets forth the University’s prohibition of discrimination and harassment based on legally recognized protected statuses (race, gender, gender identity, gender expression, sex, sexual orientation, religion, disability, veteran status, genetic information, age, color, and national origin) including behavior covered by Title IX and the Violence Against Women Act (sexual violence, stalking, and relationship violence) and retaliation. The associated procedures set forth the reporting, response, and adjudication process for reported violations.

Implications:

These changes reflect changes required by the University’s Resolution Agreement with the U.S. Department of Education’s Office for Civil Rights (OCR), as well as changes prompted by feedback from the campus community gathered by the Policy Review Committee/Advisory Group.

Note that OCR has reviewed and approved all changes and we are now limited in what may be revised without submitting for further approval. This OCR approval took almost 2 years.