

# Office of Civil Rights & Investigations COVID-19 Response

Now that classes and other academic programs are being provided online by the university, the Office of Civil Rights and Investigations wanted to take this opportunity to remind members of our community that maintaining an academic program free from discrimination based on a protected class (including, but not limited to, race, national origin, and sex) remains a high priority for the university. Members of the community should be aware of the following three important points:

1. The Office of Civil Rights and Investigations remains open and functioning remotely at this time. Anyone impacted by discrimination is encouraged to [contact OCRI to make a report](#). Investigations will be conducted remotely, and remedies provided, to assure that any discriminatory behaviors are addressed promptly.
2. University policies on [nondiscrimination](#) and [sexual harassment/misconduct](#) apply to behaviors that occur in person between members of the university community, but also apply to online and virtual misconduct. Any behavior that is prohibited by policy is also likely prohibited in cyber-forms, including cyber-harassment, cyber-bullying that is based on a protected class, and cyber-stalking. While you still have the right to freedom of speech, members of the community are expected to maintain a tone of civility and respect in online classes just as they would if they were in class physically.
3. Faculty and staff members who are mandated reporters are reminded that reporting of alleged sexual misconduct is required when they become aware of incidents or allegations involving members of the campus community, regardless of how they learn of the potential misconduct, whether in person, in writing, or online. All students are encouraged to report such instances as well.