

Protection of Confidential Discussions

TO: Witnesses/Interviewees in Affirmative Action Investigations

FROM: Office of Equity & Diversity

Thank you for meeting with a staff member of the Office of Equity & Diversity to discuss an allegation of unlawful discrimination or harassment. We appreciate your taking the time to assist us in completing a thorough investigation.

We would like to remind you of the highly confidential nature of our conversation. Persons' reputations are affected by everything we say and do about this matter. Statements you might make to friends or acquaintances could be considered slander, and the University could not assist you in the defense of a lawsuit which resulted from such statements. We urge you to use the utmost caution in talking about this matter with anyone. The best advice we have heard is this: If you want or need to talk about the matter, talk about it with someone with whom you can have a legally privileged conversation – an attorney, a licensed psychologist, etc.

The Office of Equity & Diversity will make every effort to keep this matter confidential. However, Ohio's public records laws may require the release of this information in some circumstances. Again, we do appreciate your cooperation and assistance in seeking a fair and just resolution to this complaint.

NOTE: It is a violation of University policy, as well as state and federal law, to retaliate against someone who files a complaint of unlawful harassment or discrimination. It is also unlawful, and a violation of University policy, to retaliate against individuals, in addition to the complaint, who cooperate or participate in an investigation. Any such retaliation is absolutely prohibited and will be considered as a separate grievance.