# UNIVERSITY OF PITTSBURGH

# OFFICE OF DIVERSITY AND INCLUSION STATEMENT ON CONFIDENTIALITY AND NON-RETALIATION IN CONNECTION WITH INVESTIGATIONS

 The University of Pittsburgh takes seriously its obligation and commitment to promptly and thoroughly investigate allegations of illegal harassment and/or discrimination, and to take effective remedial action if such wrongful conduct is found.

 In the course of investigating such allegations, the University maintains the confidentiality of witness statements to the extent possible. The Office of Diversity and Inclusion will maintain this information as confidentially as possible, but it is necessary to discuss some or all details with faculty, students or staff who have a need to know or who are material witnesses.

 It is not possible to specifically estimate how long the investigation process will take. It may be necessary to contact witnesses for additional information or to ask follow-up questions. All reasonable efforts will be made to comply with the guidelines related to timeliness. When required, a written request for an extension may be granted.

 The University prohibits retaliation against anyone who makes a complaint or otherwise participates in the investigation process or supports a complaint. Retaliation should be understood to be adverse action taken as a result of engaging in such protected conduct, or an action that would deter a reasonable person from participation.

 Faculty, students and staff involved in the investigation process are expected to honor the confidentiality of the process and the information involved. Faculty, students and staff are advised not to discuss such information with others during the course of the investigation or in the future. Among other reasons, such actions can be perceived as attempting to influence the witnesses or the evidence.

 If you have any further questions about the investigation or complaint processes, please contact the Office of Diversity and Inclusion: 412-648-7860, 200 South Craig Street 500 Craig Hall, Pittsburgh, PA 15260 or via email at diversity@pitt.edu