Equal Opportunity & Access Office (EOA)
2100 West End Avenue, Suite 700, Nashville, TN 37203
615-343-9336 (office)  615-343-4709 (fax)
eoa@vanderbilt.edu

Our functions
• We serve as the University’s point office for faculty, staff, applicants and others in regards to the University’s compliance with Equal Opportunity and Affirmative Action laws, regulations, and policies.
• We provide religious accommodations and reasonable accommodations to qualified persons with disabilities.
• We facilitate interim measures to stop behavior, to protect parties, and to ensure the safety of the Vanderbilt community.
• We investigate complaints of discrimination, harassment, and retaliation.
• We facilitate interpretive language services.
• We conduct trainings on various topics.

When to Contact Us
• You are late to work because your doctor has put you on a new medication.
• A co-worker uses racially derogatory and homophobic language in the office.
• A supervisor is repeatedly asking those under her supervision out on dates even though her requests have been refused in the past.
• An employee expresses that sitting for long periods of time aggravates her back and she would like a sit/stand desk.
• You would like to have a day off to observe a religious holiday.
• An older employee is repeatedly asked by a member of the leadership team when they plan on retiring.
• Speculating or spreading rumors about a co-worker’s sexual orientation.
• A supervisor repeatedly asks you to attend a religious service after you’ve declined.