

## **Equal Opportunity & Access Office (EOA)**

2100 West End Avenue, Suite 780, Nashville, TN 37203

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eeoinfo@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.