The University of Delaware’s Non-Discrimination policy applies to all students, staff, vendors, and volunteers affiliated with UD, and provides protection for protected classes as outlined below:

- Age
- Disability
- Sex*
- Gender Identity*
- Marital Status
- Veteran Status
- National Origin
- Race/color
- Religion
- Sexual Orientation*
- Retaliation

*Indicates protection through UD’s Sexual Misconduct Policy

Reporting an Incident of Discrimination or Harassment

All claims of harassment and/or discrimination are reported to the Office of Equity & Inclusion. Individuals can visit the OEI website listed below and click on the appropriate link to fill out an incident report.

**www.udel.edu/oei**

Sexual Misconduct: ALL University of Delaware employees are mandatory reporters and must report incidents of sexual misconduct that are reported to them.

Discrimination: The Captain, Chief Engineer, and Chief Mate must report incidents of discrimination based on the listed protected classes. Everyone is encouraged to report. Reports must be submitted within 180 days of the last alleged incident.

What Happens When a Discrimination Report is filed?

**Note- Informal resolutions are NOT available for sexual misconduct complaints**

**Non-UD Members may access home university resources, and may file a report with UD against a UD staff member.**

Embarked Scientists

- Report incident to Chief Scientist, Master, or Director, Marine Operations
- Report filed with Office of Equity & Inclusion

UD Staff

- Report incident to Supervisor, Master, Director- Marine Operations, or Office of Equity & Inclusion
- Report filed with Office of Equity & Inclusion

SHIPBOARD RESOURCES:

Captain or Chief Scientist (aboard ship)
Director, Marine Operations- jon.swallow@noaa.gov
UD Office of Equity and Inclusion
oei@udel.edu / 302-831-8063

CAMPUS RESOURCES:

S.O.S. (confidential): 302.831.1001 (students)
HMS Health Advocates: 800.343.2186 or hms.healthadvocate.com (FT benefited employees)
Private health care provider (others)