

DISCRIMINATION COMPLAINT PROCESS

(Section 46a-68-89)

October 2017

This section contains information on UConn Health's system to resolve allegations of discrimination and discriminatory harassment and is consistent with Chapters 67 and 68 of the Connecticut General Statutes. This section was found to be in compliance in the previous filing and the proposals/recommendations were: Future filings must use the discrimination complaint log from the revised Affirmative Action Regulations training.

The discrimination compliant log from the revised Affirmative Action Regulations training was utilized.

UConn Health's Office of Institutional Equity has been merged with the University of Connecticut's Office of Institutional Equity located in Storrs, Connecticut. All investigative staff report to the Director of Investigations and Deputy Title IX Coordinator, as well as the Associate Vice President/ADA Coordinator/Title IX Coordinator.

Subsection (a)

The Office of Institutional Equity (OIE) (formerly the Office of Diversity and Equity) is UConn Health's neutral unit responsible for managing internal investigations and resolutions for employees, students and patients who believe they have been subjected to discrimination or discriminatory harassment. OIE investigates all complaints of discrimination, gathers and evaluates evidence submitted by all parties and witnesses, and renders a determination based on the preponderance of the evidence presented in order to mitigate harm resulting from any discriminatory conduct within UConn Health and/or to prevent its recurrence. UConn Health's Discrimination Complaint Procedures provide for the expeditious resolution of complaints to assure the legal options for filing complaints with enforcement agencies are not foreclosed. Please see **Exhibit #1**.

(1) The Associate Vice President, Director of Investigations, Associate Director of Investigations, and EEO Investigator(s) are UConn Health's Affirmative Action Officers who investigate internal discrimination and discriminatory harassment complaints. With the exception of one EEO investigator who was hired during the plan year, the investigative staff has completed the required training provided by the Connecticut Commission on Human Rights and Opportunities (CHRO) and the Connecticut Commission on Women, Children and Seniors (CWCS) as designated in Public Act 03-151 and 12-78, including the "Foundations" training and the bi-annual mandatory Equal Employment Opportunity/Attorney General Designee training on September 19, 2017 and September 27, 2017. The remaining EEO Investigator is registered to receive the "Foundations" training on October 25, 2017. In addition, investigative staff attended the Office of Audit, Compliance and Ethics Mandatory Compliance Training; NACUA Conducting Effective Internal Investigations Training; and the NACUA Higher Education Discrimination Law Workshop. Please see **Exhibit #2**.

(2) As part of the UConn Health's Discrimination Complaint Procedures, OIE provides assistance with informal resolution procedures for all parties involved in an internal investigation of alleged discrimination. The Employee Assistance Program serves as a neutral resource that provides confidential and informal assistance to UConn Health employees and is available to employees involved in an internal investigation of alleged discrimination.

(3) UConn Health's Discrimination Complaint Procedures are available through OIE's website: www.equity.uconn.edu/discrimination/.

(4) All parties involved in an internal investigation of alleged discrimination are informed of and guaranteed protection from retaliation. **Exhibit #3.** This protection and guarantee will continue to be a provision of UConn Health's Discrimination Complaint Procedures and any revised set of procedures.

(5) All parties involved in an internal investigation of alleged discrimination or discriminatory harassment are advised of their legal options to file complaints with the Connecticut Commission on Human Rights and Opportunities; United States Equal Employment Opportunity Commission; United States Department of Labor, Wage and Hour Division; and any other agencies, state, federal or local, that enforce laws concerning discrimination in employment. These legal options are also listed in the UConn Health's Discrimination Complaint Procedures, which includes a list of the "Most Commonly Used Civil Rights Agencies," and is provided to all parties. The addresses of these agencies can also be accessed through OIE's web site, <http://equity.uconn.edu/discrimination/complaint-procedures>.

(6) UConn Health's Discrimination Complaint Procedures provide timelines, not exceeding ninety (90) days, for the filing, processing, and resolution of all complaints of discrimination and discriminatory harassment.

Subsection (b)

All records of internal complaints of discrimination and dispositions thereof are maintained and reviewed on a regular basis by OIE to detect patterns in nature of the alleged complaints. In addition, OIE provides regular reports to the Chief Executive Officer and Executive Vice President for Health Affairs, and other senior executives.

Subsection (c)

A summary of all complaint activity, the results thereof and the length of time required to resolve the alleged matters for this reporting period (July 1, 2016 – June 30, 2017) immediately follows this section. For those matters not resolved within ninety (90) days, those matters generally included the need to interview copious witnesses, the filing of amended complaints, the naming of additional Respondents, and/or calendar conflicts. As required, this summary references allegation that have resulted in complaints to external enforcement agencies, the number of such complaints, investigating agency, and whether the matter is currently pending or the outcome thereof. All records relevant to employee internal complaints of discrimination are maintained by OIE for examination by the Commission. Please see **Exhibit #4.**

Exhibit #1

**THE UNIVERSITY OF CONNECTICUT & UCONN HEALTH
OFFICE OF INSTITUTIONAL EQUITY (OIE)
COMPLAINT PROCEDURES**

These procedures, effective for all reports made to the Office of Institutional Equity (OIE)¹ on or after August 1, 2016, govern OIE's investigation process when a University of Connecticut or UConn Health employee or other individual associated with the University or UConn Health is alleged to have violated any University or UConn Health policy within OIE's jurisdiction.²

Individuals wanting to report alleged violations of University Policies, as defined below, are encouraged to contact OIE as soon as possible following an incident to allow for internal resolution of their complaints, and to connect employees and students with appropriate resources.

These procedures govern OIE's investigations of alleged violations of University Policy. Suspected crimes or any behavior that poses an imminent risk to any person or the University community should be reported immediately to law enforcement.

OIE will make appropriate arrangements to ensure that individuals with disabilities and individuals with limited English proficiency are provided auxiliary aids and services or language assistance services, respectively, if needed to participate in this complaint process. Such arrangements may include, but are not limited to, providing qualified interpreters or assuring a barrier-free location for the proceedings.

¹ OIE maintains office locations on both the Storrs campus and UConn Health.

² Hereinafter, all references to "University" include UConn Storrs campus, UConn regional campuses, and UConn Health. Also, these procedures apply when an employee, contractor, vendor, visitor, patient, resident, guest or other third party affiliated with the University is alleged to have violated any University policy falling under OIE's jurisdiction, including but not limited to the following policies: *Policy Against Discrimination, Harassment, and Related Interpersonal Violence*; *Policy Statement: People with Disabilities*; *Non-Retaliation Policy*; *Policy Statement: Affirmative Action and Equal Employment Opportunity*; *UConn Health Affirmative Action, Non-discrimination and Equal Opportunity (2002-44)*; *UConn Health Persons with Disabilities (2002-46)*; and *UConn Health Non-Retaliation (2002-40)* (individually, "University Policy"; collectively, "University Policies").

In addition to these procedures, individuals are strongly encouraged to read the relevant University Policies in their entirety. Capitalized terms used within these procedures are given the same meaning as defined in the *Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.

These procedures do not govern reports in which a UConn student is alleged to have violated any University Policy (*see* www.community.uconn.edu).

I. UNIVERSITY POLICIES UNDER OIE'S JURISDICTION

- A. As set forth in the University Policies, the University prohibits unlawful discrimination in education, employment, and the provision of services on the basis of legally protected characteristics (race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, pregnancy, physical or mental disability [including learning disabilities, intellectual disabilities, and past or present history of mental illness], veteran's status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, and membership in any other protected classes as set forth in state and federal law). More specifically, the University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by the *Policy Against Discrimination, Harassment, and Related Interpersonal Violence*, and retaliation against a person for the good faith reporting of any of these forms of misconduct or participation in any investigation or proceeding related to any of these forms of misconduct under University Policies ("Prohibited Conduct").
- B. In accordance with University Policies, all parties who participate in the good-faith reporting, filing, investigation, and/or proceedings related to reports of discrimination or discriminatory harassment under these procedures shall be free from retaliation on the basis of their participation in this process.

II. GENERAL PROVISIONS

- A. Who May File a Complaint & Scope of Procedures
- i. Reports of Prohibited Conduct may be filed by Students, Employees, Patients or Third Parties.
 1. "Complainant" means the individual who presents as the victim of any Prohibited Conduct under University Policies, regardless of whether that person makes a report or seeks action under University Policies.
 2. "Respondent" means the individual who has been accused of violating University Policy.
 - ii. These procedures apply to reports of Prohibited Conduct made against the following:
 1. University and UConn Health Employees, including graduate students when the action complained of was taken in the graduate student's employment capacity (for example, as a Graduate Assistant, Teaching Assistant or Research Assistant, Resident and/or Fellow); or
 2. Third Parties when: (a) the conduct occurred on campus or other property owned or controlled by the University; (b) the conduct occurred in the context of a University employment or education program or activity, including, but not limited to, University-

sponsored study abroad, research, on-line, or internship programs; or (c) the conduct occurred outside the context of a University employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

B. Support Persons

Complainants, Respondents, and witnesses shall have the right to have one (1) support person accompany them to any meeting with OIE related to a report or investigation under these procedures. An individual who is reasonably likely to participate as a witness in the investigation may not serve as a support person during any substantive interview. It is within OIE's discretion whether to reschedule a meeting due to a support person's unavailability.

C. Right to File External Complaint

- i. Complainants shall be advised of their right to file an external complaint with the applicable local, state and/or federal agency that enforces laws concerning non-discrimination and anti-harassment in employment or education such as the Connecticut Commission on Human Rights and Opportunities (CHRO), the Equal Employment Opportunity Commission (EEOC), U.S. Department of Labor, Wage and Hour Division, and the Office for Civil Rights (OCR). *See* Appendix I for agency contact information.
- ii. When an external complaint has been filed, OIE and the Office of Faculty and Staff Labor Relations (Labor Relations) will review the complaint and determine on a case-by-case basis whether OIE will conduct its own, internal investigation or, if OIE has already commenced an investigation, whether such investigation will be discontinued in light of the external filing.

D. OIE Files

OIE will create and maintain a file related to each report of Prohibited Conduct as described herein. The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report. OIE will take reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate the discrimination, harassment or retaliation; prevent its recurrence; and remedy its effects.

E. Informal Resolution

Nothing in these procedures precludes an individual from seeking to discuss or resolve concerns independently with the University's

Ombudsperson. The Ombuds Office serves as a neutral resource that provides confidential and informal assistance to employees (including graduate students) on the Storrs and Regional campuses.
<http://ombuds.uconn.edu/>

III. WHERE AND HOW TO REPORT PROHIBITED CONDUCT

- A. A report of Prohibited Conduct may be made in written or verbal form to OIE:

Storrs Campus, Wood Hall - Unit 4175, 241 Glenbrook Road, Storrs, CT 06269;
Phone: 860-486-2943; Email: equity.uconn.edu; Fax: 860-486-6771.

UConn Health, at 16 Munson Road, 4th Floor, Farmington, CT 06030; Phone:
860-679-3563; Email: equity.uconn.edu; Fax: 860-679-3805.

- B. The following information should be included in reports/complaints (to the extent known): the identities of the Complainant(s) and Respondent(s), the approximate date of the incident(s), a description of the concerning behavior, and, if applicable, the protected characteristic(s) alleged to be the basis of the discrimination or harassment.
- C. A Dean, Department Head, Director or Supervisor who knows or should have known about an incident of Prohibited Conduct must comply with that Employee's Reporting Responsibilities as set forth in Section VI ("Employee Reporting Responsibilities") of the *Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.

IV. JURISDICTIONAL REVIEW & ASSESSMENT OF MERITS

- A. OIE will review any report made to its office to determine whether OIE has jurisdiction to investigate. If not, OIE will advise the reporting person and will not investigate the report further. However, OIE may, in its discretion, refer the report to other appropriate University offices for further review.
- B. If OIE has jurisdiction, it will then conduct an assessment of the merits of the allegations to determine whether the conduct at issue, if it occurred as alleged, would constitute a violation of University Policy. To make this determination, OIE's analysis is guided by state and federal law. If OIE determines that the conduct would not violate University Policy even if all the allegations are credited, OIE will advise the Complainant of its determination and will not undertake further investigation. OIE may notify other individuals (including the Respondent) or offices within the University of the reported allegations in order to mitigate the impacts of any potentially discriminatory conduct.
- C. If, based on the allegations, OIE determines that the alleged conduct may violate University Policy, the investigation will proceed as described below.

V. THE INVESTIGATION

- A. OIE will send a Notice of Investigation to the Complainant and Respondent when it determines that it will initiate an investigation. OIE may determine an investigation must proceed even in the absence or withdrawal of Complainant participation.**
- B. Respondents will be informed of the allegations against them and given an opportunity to respond. Respondents also will be informed that they may enlist the assistance of their union representative, if applicable, for support throughout this process. As their support person (sec. II(b)), a Respondent's union representative may accompany the Respondent to any meetings with OIE.**
- C. The standard of proof utilized in OIE's investigations is Preponderance of the Evidence ("more likely than not").**
- D. OIE will invite the parties, as well as witnesses determined, in OIE's discretion, to have relevant information, to an interview with an OIE investigator. OIE also will obtain and review relevant documents or other evidence provided to or obtained by OIE.**
- E. During the course of the investigation, OIE will provide the Complainant and Respondent with the opportunity to review their respective interview summaries and to provide any additional information. The Complainant and Respondent will have three (3) business days to provide any additional information to their interview summaries, and OIE will incorporate changes where appropriate.**
- F. OIE strives to complete its investigation process within sixty (60) calendar days. This timeframe may be extended for good cause, which includes but is not limited to: investigations where additional time is necessary to ensure the integrity and completeness of the investigation; to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation; to accommodate the availability of parties and/or witnesses; to account for University breaks or vacations; to account for complexities of a case, including the number of witnesses and volume of information provided by the parties; or for other legitimate reasons. If OIE determines that the investigation may exceed sixty (60) calendar days, the investigator will advise both the Complainant and Respondent.**
- G. OIE will notify the parties in writing at the conclusion of its investigation. OIE will also notify the Office of the President and/or the Executive Vice President of UConn Health, and any other individual or office that may need to know the information.**

VI. WRITTEN RESPONSE TO OIE'S FINDINGS AND RECOMMENDATIONS REPORT

- A. Both the Complainant and Respondent have the option to submit a written response to OIE's Findings and Recommendations report (either in addition to or in lieu of a request for review).
- B. All written responses will be added to and maintained with OIE's file pertaining to the outcome.

VII. REVIEW OF OIE'S FINDINGS

A. Panel of Reviewers

- i. OIE will appoint a standing pool of trained faculty, staff, and members of the administration to serve two-year terms on a Panel of Reviewers.
- ii. OIE will select the Chair of the Panel of Reviewers.
- iii. The Panel of Reviewers shall be given an orientation and training by OIE regarding the nature of the review process, OIE's procedures, prohibited forms of discrimination, harassment and retaliation, and other issues related to their roles.

B. Request for Review

- i. Either party may request a review of OIE's findings by submitting a written request for review to the Chair of the Panel of Reviewers, in care of the OIE Associate Vice President, within fourteen (14) calendar days from written receipt of OIE's findings. Written receipt is presumed to be five (5) days after transmittal by U.S. mail and one (1) day if issued via email. A request for an extension of time beyond fourteen days may be granted at the discretion of OIE's Associate Vice President.
- ii. The grounds for review are limited to: (1) violations of these complaint procedures, which would have had a material effect on the outcome; and/or (2) additional evidence that was not available during the investigation, which would have had a material effect on the outcome. A party's request for review must identify at least one of the two grounds for review and provide sufficient detail to understand the basis for the request. Mere disagreement with OIE's findings is not sufficient grounds for review.
- iii. If the request for review is submitted within the timeframe set forth in sec. VII(B)(i), OIE will forward the request to the Chair of the Panel of Reviewers within two (2) business days of receipt.

C. Review Committee

- i. The Chair of the Panel of Reviewers shall choose three members from the Panel of Reviewers to serve as a Review Committee. The Review Committee will first review the request to determine if at least one of the review grounds is identified. The Review Committee has the discretion to

deny a request if it is clear that neither of the two permissible grounds for review are identified. The Review Committee's decision to deny a request for failure to identify either of these two grounds is deemed final.

- ii. If either of the two permissible grounds for review is identified, the role of the Review Committee is to determine whether OIE violated its complaint procedures and/or whether there exists new information that was not available during the investigation, and that such error/new information could have had a material effect on the outcome.
- iii. The proceedings of Review Committees are informal. Review Committees should exercise their discretion not to consider cumulative, repetitious or irrelevant evidence. In discharging their duties, Review Committees may interview the parties and review relevant records. The Review Committees also may interview the OIE investigator(s) with regard to procedural questions. A Review Committee is not obligated to do any or all of those things if the Review Committee deems it unnecessary under the circumstances.
- iv. Once the Review Committee has concluded its evaluation of all relevant evidence, it will make a recommendation to the President and/or the Executive Vice President of UConn Health, which may include accepting or rejecting one or all of OIE's findings, or any other actions deemed necessary or appropriate in the discretion of the Review Committee.
- v. The Review Committee shall make its recommendation in writing and provide it to the President and/or the Executive Vice President of UConn Health within twenty (20) calendar days of the Committee's receipt of the request for review. Extensions of time may be granted by the President and/or the Executive Vice President of UConn Health on the basis of good cause.

D. Presidential Action

The President or designee and/or the Executive Vice President of UConn Health or designee will notify the parties in writing of his or her response to the Review Committee's recommendation within ten (10) business days of receipt.

APPENDIX I

MOST COMMONLY USED CIVIL RIGHTS ENFORCEMENT AGENCIES

Connecticut Commission on Human Rights and Opportunities (CHRO)*

CAPITOL REGION OFFICE:

999 Asylum Avenue, Second Floor

Hartford, CT 06105

PHONE: (860) 566-7710

FAX: (860) 566-1997

TDD: (860) 566-7710

EASTERN REGION OFFICE

100 Broadway

Norwich, CT 06360

PHONE: (860) 886-5703

FAX: (860) 886-2550

TDD: (860) 886-5707

WEST CENTRAL REGION OFFICE

Rowland State Government Center

55 West Main Street, Suite 210

Waterbury, CT 06702-2004

PHONE: (203) 805-6530

FAX: (203) 805-6559

TDD: (203) 805-6579

SOUTHWEST REGION OFFICE

350 Fairfield Ave., Sixth Floor

Bridgeport, CT 06604

PHONE: (203) 579-6246

FAX: (203) 579-6950

TDD: (203) 579-6246

*For information on which CHRO field office to utilize, please visit

www.ct.gov/chro/cwp/view.asp?a=2523&Q=315790.

U.S. Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

PHONE: (800) 669-4000

FAX: (617) 565-3196

TTY: (800) 669-6820

**U.S. Department of Education
Office for Civil Rights/Boston (OCR)**

U.S. Department of Education
Eighth Floor

5 Post Office Square
Boston, MA 02109-3921

PHONE: (617) 289-0111

FAX: (617) 289-0150

<http://www2.ed.gov/about/offices/list/ocr/index.html>

**U.S. Department of Labor, Wage and Hour Division
HARTFORD DISTRICT OFFICE**

135 High Street, Room 210

Hartford, CT 06103-1111

PHONE: (860) 240-4160; 1-866-4-USWAGE (1-866-487-9243)

TTY: 1-877-889-5627

<https://www.dol.gov/wecanhelp/howtofilecomplaint.htm>

NEW HAVEN AREA OFFICE

150 Court Street, Room 208

New Haven, CT 06510

PHONE: (203) 773-2249; 1-866-4-USWAGE (1-866-487-9243)

<https://www.dol.gov/wecanhelp/howtofilecomplaint.htm>

U.S. Department of Health and Human Services

HHH Building, Room 509F

200 Independence Avenue SW

Washington, D.C. 20201

PHONE: 1-800-868-1019

TDD: 800-537-7697

<http://www.hhs.gov/ocr/office/file/index.html>

<https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>

12/2/2016

Exhibit #2



Workplace Discrimination Investigations



Update Training September 19, 2017

at the Legislative Office Building, Room 1D
300 Capitol Avenue, Hartford, CT

Presented by
The Commission on Human Rights and Opportunities
and Commission on Women, Children and Seniors

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Workplace Discrimination Investigations

Foundation Training October 25, 2017

at the Legislative Office Building, Room 1B
300 Capitol Avenue, Hartford, CT

Presented by
The Commission on Human Rights and Opportunities
and Commission on Women, Children and Seniors

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Tammy Marquis, HR Specialist
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Exhibit #3

Policies & Procedures

Non-Retaliation Policy

Title:	Non-Retaliation Policy
Policy Owner:	Office of the President
Applies to:	Faculty, Staff, Students, Others
Campus Applicability:	All Campuses
Effective Date:	October 22, 2012
For More Information, Contact	Office of Audit, Compliance & Ethics
Contact Information:	(860) 486-4526
Official Website:	http://president.uconn.edu/

Purpose

To define how the University provides for the protection of any person or group within its community from retaliation who, in good faith, participate in investigations or report alleged violations of policies, laws, rules or regulations applicable to the University of Connecticut.

Policy Statement

The University encourages individuals to bring forward information and/or complaints about violations of state or federal law, University policy, rules or regulations. Retaliation against any individual who, in good faith, reports or who participates in the investigation of alleged violations is strictly forbidden. This policy does not protect an individual who files a report or provides information as part of an investigation that he or she knows is false, files a bad faith retaliation claim or participates in any illegal conduct. The University will take appropriate action, up to and including dismissal, against any employee who violates this policy.

Definitions

Retaliation – Any inappropriate or unsubstantiated action taken or threatened against an employee because the individual has, in good faith, made an allegation concerning the violation of state or federal law, University policy, rule or regulation, or has participated in any manner with an investigation of such allegation. Such actions adversely affect or threaten to affect the employment rights or other interests of an individual and can take either work or social form.

Examples of work-related retaliation may include, but are not limited to:

- Unsubstantiated adverse performance evaluations or disciplinary action;
- Unfounded negative job references;
- Arbitrary denial of salary increases, promotions or other job benefits; and
- Unfounded reduced or limited work assignments.

Examples of social retaliation in the workplace may include, but are not limited to:

- discrimination or harassment from co-workers and/or supervisor;
- bullying, which involves repeated intimidation or humiliation, derogatory or insulting remarks, or social isolation and which occurs indirectly (e.g., via e-mail) or directly;
- hostile work environment, described as conduct that is so objectively offensive as to alter the conditions of employment; and
- physical threats and/or destruction of personal or state property.

Actions also considered retaliatory include any action taken or threatened by an employee that would dissuade a reasonable employee from engaging in activities protected by this policy.

Good Faith Reporting – An individual is considered to have reported in good faith if s/he has brought forward the complaint or participated in providing information during an investigation, based upon a reasonable belief that the information provided is true.

Bad Faith Reporting – An individual shall be considered to have reported in bad faith if s/he has brought forward a complaint or participated in providing information during an investigation, knowing that such information is not true or made without a reasonable belief in the truth of the allegation based upon the facts.

Reporting Process

If an individual believes that he or she has been subjected to retaliation, s/he should either contact the office to which the initial complaint was filed or any of the following University offices:

Storrs and Regional Campuses

- The Office of Audit, Compliance and Ethics (OACE)
9 Walters Avenue, Unit 5084
Storrs, CT 06269-5084
Telephone: (860) 486-4526
Information on OACE's Investigation Protocol is available at:
<http://audit.uconn.edu/internal-investigation-protocol/>
Confidential Reportline: 1-888-685-2637

- **The Office of Institutional Equity (OIE)**
241 Glenbrook Road
Wood Hall, Unit 4175
Storrs, CT 06269-4175
Telephone: (860) 486-2943
Information on OIE's Discrimination Complaint Procedures is available at:
<http://www.equity.uconn.edu/discrimination/complaint-procedures/>
- **Office of Faculty & Staff Labor Relations**
9 Walters Avenue, Unit 5075
Storrs, CT 06269-5075
Telephone: (860) 486-5684
<http://lr.uconn.edu/>
- **Police Department**
126 North Eagleville Road, Unit 3070
Storrs, CT 06269-3070
Telephone: (860) 486-4800
Emergency: 9-1-1

Health Center

- **The Office of Audit, Compliance and Ethics (OACE)**
263 Farmington Ave.
Farmington, CT 06030 – 5329
Telephone: 860-679-4180
Compliance.officer@uchc.edu
Information on OACE's Investigation Protocol is available at: <http://audit.uconn.edu/internal-investigation-protocol/>
Confidential Reportline: 1-888-685-2637
- **The Office of Institutional Equity (OIE)**
241 Glenbrook Road
Wood Hall – Unit 2175
Storrs, CT 06269
Telephone: (860) 486-2943
Information on ODE's Discrimination Complaint Procedures is available at
<http://www.equity.uconn.edu/wp-content/uploads/sites/833/2015/02/dcp.pdf>
- **Labor Relations at the Department of Human Resources**
263 Farmington Ave. Farmington, CT 06030 – 4035
Telephone: 860-679-8067
- **Police Department**
263 Farmington Ave. Farmington, CT 06030 – 3925
Telephone: 860-679-2511

Employees should expect that any of the above offices will direct her/him to the appropriate

department for reporting the retaliation.

Resources Available For Assistance

There are resources on campus that can assist employees who are experiencing retaliation. Individual advocacy through these resources in connection with specific incidents can include information and referrals, accompanying an employee through the hearing process, assistance with navigating other resources as requested and crisis-intervention services.

- African American Cultural Center – (860) 486-3433
- Asian American Cultural Center – (860) 486-0830
- Employee Assistance Program – (860) 679-2877 or 800-852-4392
- Puerto Rican/Latin American Cultural Center – (860) 486-1135
- Rainbow Center – (860) 486-5821
- Women's Center – (860) 486-4738

Employees who are covered by a collective bargaining contract are also encouraged to contact their union for assistance:

- The American Association of University Professors (AAUP), University of Connecticut Chapter: (860) 487-0450
<http://www.uconnaaup.org/contact/>
- The University of Connecticut Professional Employees Association (UCPEA): (860) 487-0850
<http://www.ucpea.org/>
- Maintenance and Service Unit – Connecticut Employees Union Independent (CEUI): (860) 344-0311
<http://www.ceui.org/>
- Administrative Clerical Unit – American Federation of State, County and Municipal Employees (AFSCME): (860) 224-4000
<http://www.afscme.org/> <http://www.afscmelocal355.org/>
- Connecticut Police and Fire Union: (860) 953-2626
<http://www.cpfu.org/>
- Social and Human Services Unit – American Federation of State, County and Municipal Employees (AFSCME): (860) 224-4000
<https://www.afscme.org/>
- Administrative and Residual Employees Union (A&R): (860) 953-1316
<http://www.andr.org/>
- New England Health Care Employees Union – District 1199
<http://www.seiu1199ne.org/>
(860) 549-1199
- University Health Professionals (UHP)
<http://ct.aft.org/uhp3837/>
(860) 676-8444

Nothing in this policy shall be deemed to diminish the rights, privileges or remedies of a University (state) employee under other federal or state law or under any collective bargaining agreement or employment contract.

This entry was posted in [Employment](#), [Faculty](#), [Office of the President](#), [Others](#), [Staff](#), [Students](#) and tagged [Office of the President](#).

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[By-Laws, Rules and Regulations of the University Senate](#)

[Information Security Policy Manual](#)

[Policy Against Discrimination, Harassment and Related Interpersonal Violence](#)

Reportline

The University welcomes and encourages good-faith reporting of compliance concerns and/or seeking advice regarding compliance issues. Visit <http://audit.uconn.edu/reportline/> for more information.

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Exhibit #4

**UConn Health INTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened Between July 1, 2016 and June 30, 2017**

Complainant Race/Sex	Date Filed	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Report/Referral Issued
1 Unknown/Female	06/02/2017	Internal	DOC Employee	Sexual Harassment	Pending			
2 Unknown/Female	5/26/2017	Internal	4 UConn Health Employees	Discrimination - Disability; Retaliation	Pending			
3 Unknown/Male	05/17/2017	Internal	UConn Health	Discrimination - Disability	Closed	Referred to Department of Corrections/Assistant Attorney General	35	06/21/2017
4 Unknown/Female	05/15/2017	Internal	CMHC Employee	Sexual Harassment	Closed - Policy Violation	Respondent was separated prior to conclusion of investigation for reason unrelated to investigation	30	05/25/2017
5 Black/Male	05/12/2017	Internal	UConn Health Employee	Harassment - No Protected Class	Closed	Referred to Human Relations	4	05/16/2017
6 White/Female	05/04/2017	Internal	UConn Health Employee	Harassment - Sex-Based	Pending			
7 Hispanic/Male	03/28/2017	Internal	UConn Health Employee	Harassment - National Origin	Closed	No Investigation - CHRO Filed	30	04/07/2017
8 Black/Female	03/24/2017	Internal	UConn Health Employee	Discrimination - Color/Race; Retaliation	Pending			
9 Black/Female	03/21/2017	Internal	CMHC Employee	Harassment - Race	Closed	No Investigation - CHRO Filed	79	06/08/2017
10 Unknown/Female	03/13/2017	Internal	UConn Health Employee	Retaliation	Closed	Referred to Labor Relations	16	03/29/2017
11 Unknown/Male	03/09/2017	Internal	UConn Health Employee	Harassment - No Protected Class	Closed	Respondent Resigned	1	03/10/2017
12 Unknown/Male	02/15/2017	Internal	UConn Health Employee	Harassment - Age/Sex-Based	Pending			
13 White/Female	02/07/2017	Internal	UConn Health Employee	Harassment - Age/Sexual Orientation	Closed - Assessment of Merits		143	06/30/2017
14 Unknown/Male	02/02/2017	Internal	2 UConn Health Employees	Harassment - No Protected Class	Closed - Assessment of Merits		41	03/15/2017

**UConn Health INTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened Between July 1, 2016 and June 30, 2017**

Complainant Race/Sex	Date Filed	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Report/Referral Issued
15 Unknown/Female	12/27/2016	Internal	UConn Health	Discrimination - National Origin	Closed - Assessment of Merits	Referred to Graduate Medical Education	122	04/28/2017
16 Unknown/Female	12/13/2016	Internal	UConn Health Employee	Discrimination - Sex; Retaliation	Closed - Assessment of Merits		73	02/24/2017
17 Black/Female	12/07/2016	Internal	UConn Health Employee	Discrimination - Age/Race	Pending			
18 Unknown/Male	12/05/2016	Internal	UConn Health	Harassment - No Protected Class	Closed	Referred to CMHC	11	12/16/2016
19 Unknown/Male	11/18/2016	Internal	UConn Health	Discrimination - National Origin	Closed - Assessment of Merits	Referred to CMHC	146	04/13/2017
20 White/Female	11/17/2016	Internal	UConn Health Employee	Harassment - Race	Closed - Referred to Labor Relations	Referred to Labor Relations	35	12/22/2016
21 Unknown/Female	10/21/2016	Internal	UConn Health Employee	Discrimination - Disability/Gender Identity	Closed - Assessment of Merits		143	09/19/2017
22 Unknown/Male	10/19/2016	Internal	UConn Health Employee	Harassment - National Origin/Sex	Closed - Policy Violation	Referred to HR/Management	106	02/02/2017
23 Black/Male	10/14/2016	Internal	UConn Health Employee	Discrimination - Color/Race	Pending			
24 White/Female	10/04/2016	Internal	UConn Health Employee	Sexual Harassment	Closed - No Policy Violation	Referred to HR/Management	258	06/19/2017
25 White/Female	09/29/2016	Internal	UConn Health Employee	Harassment - Age	Closed - Assessment of Merits		89	12/27/2016
26 White/Female	09/21/2016	Internal	DOC Employee	Sexual Harassment	Closed - No Policy Violation		268	06/16/2017
27 Black/Male	09/20/2016	Internal	UConn Health Employee	Harassment - Race	Closed - Assessment of Merits		156	02/23/2017
28 White/Female	09/19/2016	Internal	UConn Health Employee	Harassment - Color/Race	Closed	No Investigation - CHRO Filed	58	11/16/2016
29 Black/Male	09/12/2016	Internal	UConn Health Employee	Harassment - Color/Race	Closed - Withdrawn by Complainant		165	02/24/2017
30 Hispanic/Female	08/03/2016	Internal	UConn Health Employee	Discrimination - National Origin/Race	Closed - No Policy Violation		302	06/01/2017
31 Unknown/Female	07/29/2016	Internal	UConn Health Employee	Sexual Harassment	Closed - Policy Violation	Referred to HR/Management	80	10/17/2016

**UConn Health INTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened Between July 1, 2016 and June 30, 2017**

Complainant Race/Sex	Date Filed	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Report/Referral Issued
32 Unknown/Female	07/29/2016	Internal	UConn Health Employee	Failure to Report/Remedy	Closed - Policy Violation	Referred to HR/Management	80	10/17/2016
33 Hispanic/Female	06/20/2016	Internal	UConn Health Employee	Harassment - National Origin	Closed - Assessment of Merits		198	01/04/2017
34 White/Female	05/27/2016	Internal	UConn Health Employee	Harassment - Sex-Based	Closed	Referred to Management	140	10/14/2016
35 White/Female	4/6/2016	Internal	DOC Employee	Harassment - Sex-Based	Closed - No Policy Violation		247	12/09/2016
36 Black/Female	3/9/2016	Internal	UConn Health Employee	Discrimination - Disability/Race; Retaliation	Closed - Complainant Deceased		219	10/14/2016
37 Unknown/Male	2/10/2016	Internal	UConn Health	Discrimination - Disability	Closed - No Policy Violation		378	2/22/2017
38 Unknown/Female	11/23/2015	Internal	UConn Health Employee	Discrimination - Disability	Closed	No Investigation - CHRO Filed	120	3/22/2016
39 Hispanic/Female	11/10/2015	Internal	UConn Health Employee	Discrimination - National Origin	Closed - No Policy Violation		569	06/01/2017
40 Asian/Male	11/9/2015	Internal	UConn Health Employee	Discrimination - National Origin	Closed - No Policy Violation		570	06/01/2017
41 Hispanic/Female	11/09/2015	Internal	UConn Health Employee	Discrimination - National Origin/Race	Closed - No Policy Violation		570	06/01/2017
42 White/Female	11/4/2015	Internal	UConn Health Employee	Sexual Harassment	Closed - Policy Violation	Referred to HR/Management	407	12/15/2016
43 Unknown/Male	07/14/2015	Internal	UConn Health Employee	Discrimination - National Origin/Religion; Retaliation	Closed - Policy Violation	Referred to HR/Management	372	07/20/2016
44 Black/Female	02/20/2015	Internal	3 UConn Health Employees	Harassment - Color/Race/Sex-Based	Closed - Withdrawn by Complainant		581	9/23/2016
45 Hispanic/Male	02/10/2015	Internal	2 UConn Health Employees	Discrimination - Race	Closed - No Complaint Filed		657	11/28/2016

**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
1 Unknown/Female	5/12/2017*H2:K41 Filed at CHRO 6/27/2017 Notice to UConn Health	External	UConn Health	Discrimination - Pregnancy	Pending at CHRO			
2 Black/Female	5/18/2017 Filed at CHRO 6/6/2017 Notice to UConn Health	External	UConn Health	Harassment/Discrimination - Color/Race	Pending at CHRO			
3 Unknown/Female	5/11/2017 Filed at CHRO 6/9/2017 Notice to UConn Health	External	UConn Health	Discrimination - Sex and Retaliation	Pending at CHRO Pending at EEOC			
4 Unknown/Female	5/11/2017 Filed at CHRO 6/8/2017 Notice to UConn Health	External	UConn Health	Discrimination - Sex and Retaliation	Pending at CHRO			
5 Black/Female	5/10/2017 Filed at CHRO Notice to UConn Health 6/8/2017	External	UConn Health	Harassment - Age/Disability/Race	Pending at CHRO Pending at EEOC			
6 Black/Male	4/3/2017 Filed at CHRO 4/6/2017 Notice to UConn Health	External	UConn Health	Discrimination - Color/Disability/Race	Release of Jurisdiction		71	6/13/2017
7 Unknown/Female	3/23/2017 Filed at OCR 4/27/2017 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Pending at OCR			

*Where only one date appears, that is the date the complaint was filed with agency/court. Where a second date appears that is the date UConn received notice of the claim.

**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
8 Black/Female	3/26/2017 Filed at CHRO 2/7/2017 Notice to UConn Health	External	UConn Health	Discrimination - Color/Race; Retaliation	Pending at CHRO Pending at EEOC			
9 Hispanic/Female	11/7/2016	External	UConn Health	Harassment - Age/Color/Sex-Based	Dismissed by EEOC		77	1/23/2017
10 Black/Female	7/21/2016 Filed at CHRO 7/21/2016 Notice to UConn Health	External	UConn Health	Discrimination - Color/National Origin/Race; Retaliation	Release of Jurisdiction		229	3/7/2017
11 Asian-Indian/Male	6/29/2016 Filed at CHRO 7/19/2016 Notice to UConn Health	External	UConn Health	Discrimination - Color/Disability/National Origin/Race	Pending at CHRO			
12 Asian/Male	6/10/2016 Filed at CHRO 6/21/2016 Notice to UConn Health	External	UConn Health	Discrimination - Retaliation	Pending at CHRO Pending at EEOC			
13 Black/Male	5/20/2016 Filed at CHRO 6/27/2016 Notice to UConn Health	External	UConn Health	Discrimination - Color/Race	Pending at CHRO			
14 Unknown/Female	5/20/2016 Filed at CHRO 6/27/2016 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Settlement agreement reached and complaint withdrawn. Closed by CHRO and EEOC.		192	11/28/2016
15 Unknown/Female	5/24/2016	External	UConn Health	Discrimination - Pregnancy	Pending in State Court			

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**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complaint Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
16 Unknown/Male	5/13/2016 Filed at CHRO 5/19/2016 Notice to UConn Health 6/16/2016 Filed at EEOC	External	UConn Health	Discrimination - Age/Disability	Dismissal and Release of Jurisdiction Pending at EEOC		459	8/15/2016 CHRO
17 Hispanic/Female	5/9/2016 Filed at CHRO 5/13/2016 Notice to UConn Health	External	UConn Health	Discrimination - National Origin	Pending at CHRO Pending at EEOC			
18 Black/Female	2/29/2016 Filed 3/19/2016 Notice to UConn Health	External	UConn Health	Discrimination/Harassment - Color/Disability/Race; Retaliation	Dismissal and Release of Jurisdiction Pending at EEOC		141	7/19/2016 CHRO
19 Unknown/Male	2/26/2016 Filed at CHRO 4/7/2016 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Pending at CHRO Pending at EEOC			
20 Unknown/Female	2/22/2016 Filed at CHRO 3/09/2016 Notice to UConn Health 3/31/2016 Filed at EEOC 4/1/2016 Filed at EEOC	External	UConn Health	Discrimination - Age/Disability/Sex-Based	Pending at CHRO Pending at EEOC			
21 Unknown/Female	2/11/2016 Filed at CHRO 2/24/2016 Notice to UConn Health 3/29/2016 Filed at EEOC	External	UConn Health	Discrimination - Disability; Retaliation	Settlement agreement reached and complaint withdrawn. Closed by CHRO and EEOC.		427	4/13/2017

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**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complaint Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
22 Unknown/Female	12/11/2015 Filed at CHRO 12/17/2015 Amended 12/30/2015 Notice to UConn Health	External	UConn Health	Discrimination/Harassment - Disability/Race/Sex-Based; Retaliation	Release of Jurisdiction Pending at EEOC		396	1/10/2017 CHRO
23 Asian/Male	12/16/2015 Filed 12/29/2015 Notice to UConn Health	External	UConn Health	Discrimination - National Origin	Pending at CHRO Pending at EEOC			
24 Unknown/Female	12/15/2015	External	UConn Health	Retaliation	Pending in Federal Court			
25 Black/Female	12/11/2015 Filed at CHRO 12/23/2015 Notice to UConn Health 1/28/2016 Filed at EEOC	External	UConn Health	Discrimination/Harassment - Disability/Race/Sex-Based; Retaliation	Release of Jurisdiction Pending at EEOC		396	1/10/2017 CHRO
26 Unknown/Female	11/16/2015 Filed at CHRO 11/27/2015 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Dismissed - No Reasonable Cause Pending at EEOC		569	6/7/2017 CHRO
27 Unknown/Male	6/22/2015	External	UConn Health	Discrimination - Disability	Pending at CHRO			
28 Unknown/Male	7/21/2015 Filed at EEOC	External	UConn Health	Discrimination - Disability	EEOC Dismissal		483	11/15/2016

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**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
29 Hispanic/Male	5/4/2015 Filed at CHRO 5/23/2015 Notice to UConn Health 6/25/2015 Filed at EEOC	External	UConn Health	Harassment - National Origin/Race; Retaliation	CHRO Dismissal Pending at EEOC		574	11/28/2016 CHRO
30 Unknown/Female	4/8/2015 Filed at CHRO 4/27/2015 Notice to UConn Health 2/25/2016 Amended	External	UConn Health	Retaliation	Closed at CHRO Closed at EEOC		400 695	5/12/2016 CHRO 3/9/2017 EEOC
31 Unknown/Male	12/18/2014 Filed at CHRO 1/8/2015 Amended 1/8/2015 Notice to UConn Health	External	UConn Health	Harassment - Race/Religion	CHRO Dismissal and Release of Jurisdiction		923	6/28/2017
32 Black/Female	11/19/2014 Filed at CHRO 12/9/2014 Notice to UConn Health 2/7/2015 Filed at EEOC 3/15/2016 Filed in Federal Court	External	UConn Health	Harassment - Color/Disability/Race	Release of Jurisdiction (CHRO) Dismissed (EEOC) Pending in Federal Court		365 389	11/19/2015 CHRO 2/26/2016 EEOC

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**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
33 Black/Female	10/27/2014 Filed at CHRO 11/19/2014 Notice to UConn Health 12/16/2014 Filed at EEOC 8/8/2015 Filed in Federal Court	External	UConn Health	Retaliation	Release of Jurisdiction Pending at EEOC Pending in Federal Court		217	6/1/2015 CHRO
34 Black/Female	10/15/2014 Filed at CHRO 10/23/2014 Notice to UConn Health 1/2/2015 Amended Complaint	External	UConn Health	Discrimination - Color/Race; Retaliation	Dismissal for No Reasonable Cause Pending at EEOC		730	10/14/2016 CHRO
35 Black/Male	9/22/2014 Filed at CHRO 10/03/2014 Notice to UConn Health	External	UConn Health	Harassment - Color/Race	Dismissal for No Reasonable Cause Pending at EEOC		493	01/28/2016 CHRO
36 Black/Male	9/12/2014 Filed at CHRO 9/26/2014 Notice to UConn Health	External	UConn Health	Harassment - Disability/Race	Pending at CHRO			
37 Unknown/Male	4/4/2013 Filed at CHRO 9/25/2014 Amended 5/15/2015 Amended 12/7/2015	External	UConn Health	Discrimination - Disability; Retaliation	Pending at CHRO			

*Where only one date appears, that is the date the complaint was filed with agency/court. Where a second date appears that is the date UConn received notice of the claim.

**UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017**

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolutions	Length of Time to Resolve	Date Closed
38 Unknown/Female	7/8/2014 Filed at CHRO 7/29/2014 Notice to UConn Health 9/10/2014 Filed at EEOC 9/17/2014 Filed at CHRO 7/6/2016 Filed in State Court	External	UConn Health	Discrimination - Disability/Sex-Based; Retaliation	Closed at CHRO EEOC Dismissal Pending in State Court		674 908	5/12/2016 CHRO 3/6/2017 EEOC
39 Unknown/Female	1/14/2014 Filed at CHRO 2/19/2014 Filed at EEOC	External	UConn Health	Discrimination - Disability	Dismissed for No Reasonable Cause Pending at EEOC		1316	8/22/2017 CHRO
40 Unknown/Female	2/26/2014 Filed at CHRO 2/29/2014 Filed at EEOC 9/24/2014 Filed in State Court	External	UConn Health	Discrimination - Disability	Pending in State Court			
41 Unknown/Male	10/29/2013	External	UConn Health	Discrimination - Disability; Retaliation	Pending in State Court			
42 Unknown/Female	10/4/2013	External	UConn Health	Discrimination - Disability; Retaliation	Summary Judgment for UConn Health		1180	12/27/2016
43 Unknown/Female	10/4/2013	External	UConn Health	Discrimination - Sex-Based; Sexual Harassment	Verdict for Plaintiff Appeal Pending in Federal Court			
44 Black/Female	7/8/2013 Filed at EEOC	External	UConn Health	Retaliation	Pending at EEOC			

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Where a second date appears that is the date UConn received notice of the claim.

UConn Health EXTERNAL Discrimination Complaints
Opened prior to July 1, 2016 and Pending During Plan Year
Opened between July 1, 2016 - June 30, 2017

Complaint Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basics Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
45 Black/Female	7/9/2013 Filed at EEOC 9/17/2013 Filed at CHRO 10/7/2013 Notice to UConn Health	External	UConn Health	Discrimination - Age/Race/Color	Dismissal for No Reasonable Cause Dismissed by EEOC			10/15/2015 CHRO 5/20/2016 EEOC
46 Black/Female	3/13/2013 Filed at CHRO 3/20/2013 Notice to UConn Health	External	UConn Health	Discrimination - National Origin/Color/Race	Pending at CHRO Pending at EEOC Note: Complainant deceased as of 10/14/2016 but no notice of closed cases received by UConn Health.			
47 Unknown/Male	1/16/2013	External	UConn Health	Retaliation	Pending at Wb/DPH			
48 Unknown/Male	11/1/2009	External	UConn Health	Discrimination - Age/Race	Pending in State Court			

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Where a second date appears that is the date UConn received notice of the claim.