



MISSION STATEMENT

The Office of Institutional Equity, (OIE) is part of the Office of the Provost and exists to ensure that the University complies with federal, state, and local laws relating to harassment and discrimination in both the workplace and the academic setting. OIE's core functions are discrimination complaint processing, disability services and leadership on university diversity initiatives.

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THE OFFICE OF INSTITUTIONAL EQUITY "WHO WE ARE"

The Office of Institutional Equity (OIE) is part of the Office of the Provost. Formerly known as the Office of Equal Opportunity and Affirmative Action Programs, OIE was renamed in April 2007. Headed by Vice Provost Ray Gillian, the Office ensures compliance with all federal, state and local laws related to affirmative action, equal opportunity, discrimination and harassment—this includes investigation, training and educational efforts. Secondly, OIE oversees the implementation of policies, procedures and services as they relate to compliance with the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and the 2008 Americans with Disabilities Amendments Act. Finally, the office fosters university-wide diversity and inclusion initiatives. The three major components of the Office are highlighted below.

The Office's Equity Education and Compliance component exists to ensure that JHU complies with federal, state and local laws prohibiting discrimination and harassment in the workplace and academic settings. Caroline Laguerre-Brown, JD, Director of Education and Compliance and Allison J. Boyle, JD, MPH, Equity Compliance Specialist investigate discrimination and harassment complaints filed by faculty, staff and students throughout the university. The investigative process consists of meeting with complainants, respondents and witnesses identified by either party or the investigator, to ensure a comprehensive analysis and resolution of such complaints.

As part of an ongoing university-wide campaign, the Office has been conducting training on the prevention of harassment and discrimination for faculty, staff and students. Faculty leaders and departmental administrators may also request training for their particular units at any time as a refresher or to address existing problems.

OIE's ADA Compliance and Disability Support Services component is headed by director, Peggy Hayeslip. She ensures that faculty, staff, students and visitors are afforded the opportunity to identify and ask for services and accommodations that permit access to the buildings, programs, the academic environment, and events that the university offers. Currently, about 265 students and 100 employees are receiving accommodations. Students with disabilities must make accommodation requests through the Student Disability Coordinators in their respective division, whereas employees with disabili-

“WHO WE ARE” *continues*

ties may make accommodation requests through their supervisor, Occupational Health or the Office of Institutional Equity. Visitors may make accommodation requests directly through the event coordinator. The Director reviews all supporting documentation to determine the appropriateness of requests for accommodations and makes recommendations to appropriate offices regarding implementation of the accommodation.

Additionally, this office oversees the education and training of university staff as well as development of university policies regarding the requirements of the 1990 Americans with Disabilities Act and, more recently, the 2008 Americans with Disabilities Amendments Act. An ad hoc team of student disability coordinators recently completed an 18-month evaluation and revisions have been made to the student disability policies. ADA training was completed this summer for most Homewood based Human Resources managers and training for School of Medicine Human Resources Managers will be held in the fall.

OIE helps to facilitate university-wide diversity and inclusion initiatives. Vice Provost Gillian works closely with university leadership, university-wide committees and commissions, the Diversity Leadership Council and divisional diversity councils to enhance JHU’s diversity and inclusion efforts. In addition to meeting with vice presidents and deans periodically, these officials provide an Annual Diversity Plan that highlight the division’s diversity and inclusion efforts. These Plans can be reviewed by going to: <http://web.jhu.edu/administration/jhuoie/resources/divisional-diversity-2009.html>.

The Johns Hopkins Institutions Diversity Leadership Council is an advisory body to the university President and the Johns Hopkins Institutions leaders. OIE provides administrative support to the DLC and coordinates the Annual Diversity Conference and Diversity Recognition Awards Program.

Listed below and in the pages hereafter, are the staff members of the Office of Institutional Equity. Please get acquainted with them. For more information on the Office of Institutional Equity, please visit our website at: <http://web.jhu.edu/administration/jhuoie>.

MEET THE OIE TEAM



Ray Gillian, Vice Provost
Institutional Equity

Ray Gillian joined JHU in April 2001 as the assistant provost and director of the newly created Office of Equal Opportunity and Affirmative Action Programs. Ray is currently the Vice Provost for Institutional Equity (the office’s name was changed in April 2007). Prior to his employment with JHU, Ray worked for the University of Maryland College Park from 1977 to 2001. Initially, Ray was the Director of Special Student Support Services which was a federally and state funded program that served over low 1,000 income and first generation students annually. In 1984, Ray was appointed Assistant to the Chancellor. His primary responsibilities were to serve as advisor on equity/diversity issues and athletic matters. Ray spent 17 years supporting Chancellor/President Slaughter, President Kirwan, and President Mote.

Ray started his career in higher education at East Stroudsburg State College in 1971 as an assistant professor and an assistant football coach. Shortly after arriving at East Stroudsburg, he was asked to lead the institution’s efforts for increasing diversity in the student body, faculty and staff. During his tenure at ESSC, the Black student enrollment increased from 35 to almost two hundred, and the Black faculty and senior administrators increased from one to twenty.

Ray completed his undergraduate and graduate degrees at The Ohio State University.

Caroline Laguerre-Brown, JD, is the Director for Equity Compliance and Education. Caroline is responsible for overseeing the investigation and resolution of discrimination complaints received from JHU faculty, staff, and students. In addition, she develops and provides educational programs on the prevention of sexual and other forms of harassment and discrimination for the JHU community.



Caroline Laguerre-Brown

Caroline is an attorney, admitted to practice in the state of New York, the District of Columbia and Maryland and has extensive experience in the field of employment law. Caroline has served as Labor and Employment Defense Counsel for the New York City Transit Authority, as Assistant Director for the Equal Employment Opportunity Office for the Fire Department of New York, and as Staff Counsel to the Equal Employment Advisory Council in Washington, DC.

Caroline is married and the proud mother of three lovely children. She is a native of Brooklyn, New York and a graduate of the State University of New York at Binghamton and the University of Virginia, School of Law.

Allison Boyle, JD, M.P.H., is an Equity Compliance Specialist. Allison investigates discrimination and harassment complaints received from faculty, staff and students. In addition, she conducts training throughout the university on prevention of harassment and discrimination in the workplace and the academic environment.



Allison Boyle

Allison is an attorney admitted to practice in Maryland, with experience in the fields of employment law and civil litigation. Prior to coming to Hopkins, Allison served as counsel at a private firm in Baltimore and the Employment and Labor Law Division of the U.S. Department of Commerce, Office of the General Counsel.

Allison obtained her Juris Doctor degree from the University of Maryland. She also holds a Master's degree in Public Health from the Johns Hopkins Bloomberg School of Public Health and a Bachelor's degree from the University of Wisconsin-Madison. While born and raised in New York City, Allison has lived in the Baltimore and Washington D.C. areas for the past fourteen years. Allison is married and a mother to three beautiful children.

Peggy Hayeslip is the Director of ADA Compliance and Disability Support Services. She is responsible for providing leadership and direction to the campus community in the areas of physical, programmatic and workplace access for students, faculty and staff. Prior to joining Hopkins, Peggy worked for 20 years in postsecondary services in the University of Maryland system.

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Peggy is a recognized speaker at the local, regional and national levels and often presents on topics such as ADHD/LD, disability law and learning strategies and accommodations. She is active in the Association on Higher Education and Disability (AHEAD) as both a speaker, and a committee member. She is also one of two liaisons to the National Joint Committee on Learning Disabilities. She is a past president of the Nation's Capital Area Disability Support Services Coalition (NCADSSC) and is the current Chair of the Maryland Disability Higher Education Network (MDDHEN). In addition, she serves on a documentation review panel for Educational Testing Service (ETS).

After obtaining a Master's degree in learning disabilities from Duquesne University, Peggy worked in the field of Special Education. She has also completed post graduate studies at Johns Hopkins University and the University of Maryland, College Park.



Patrese Frazier

Patrese Frazier is the Administrative Supervisor for OIE. Patrese joined the OIE team in August 2008. She brings 14 years of administrative and managerial experience to the OIE team. Patrese began her employment at Johns Hopkins University in May 2006, as an Administrative Coordinator at the School of Medicine's Institute for Cell Engineering (ICE). Prior to that, she was afforded the opportunity to work at the Women, Infants and Children Overseas program in Japan. Patrese is currently a student at the Johns Hopkins University Carey Business School.

Patrese is the Assistant to Vice Provost Ray Gillian. She is responsible for facilitating the day-to-day activity of the Office of Institutional Equity. Patrese is the point of contact for the Diversity Leadership Council's (DLC) annual events.

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Kai Douglas came to the Office of Institutional Equity in the Spring of 2008 and was subsequently hired as an Administrative Coordinator in the fall. Native-born, Kai recently returned to Baltimore after living in the San Francisco Bay area for more than 2 decades. During that period, she was afforded many opportunities to work at various non-profits, where the prevailing themes were social justice, advocacy, and education. Kai holds a Bachelor's degree in Core Humanities.

Kai is the administrative support for the Equity Compliance & Education division of OIE.



Alan James

Alan James joined OIE in October 2007 as an Administrative Coordinator. Prior to that, he worked in JHU's School of Medicine's Facilities Management Department for five years, where he was the Administrative Coordinator to the Assistant Director of Design & Construction. A former World Bank secretary and a former federal employee, Alan brings more than 25 years administrative experience to the OIE team. Alan was the Managing Editor for the JHU/SOM Facilities Management's Newsletter and is currently the Editor for this publication.

As an Administrative Coordinator in the Office of Institutional Equity, Alan is responsible for working closely with the Diversity Leadership Council and with the Director for ADA Compliance. A native of Baltimore, Alan spent more than twenty years working in the Washington, DC business community.

UPCOMING EVENTS

Save the Date - November 5, 2009 Diversity Leadership Diversity Conference - Homewood Campus

For concerns of harassment, discrimination or if you have a disability and need assistance, contact the Office of Institutional Equity at 410-516-8075 or visit us at 3400 N. Charles St., 130 Garland Hall on the Homewood Campus. For TTY users, call us through Maryland Relay. To download a complaint or Request for Accommodation form, visit our website at: <http://web.jhu.edu/administration/jhuoie/docs/Resources-Policies/ComplaintForm.pdf> or <http://web.jhu.edu/administration/jhuoie/docs/Resources-Policies/FacultyandStaffAccommodationForm.pdf>. Fax all complaint and request for accommodation forms to 410-516-5300