

OEO REGISTER

**WAYNE STATE UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY
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The **Office of Equal Opportunity (OEO)** is responsible for the implementation of the University's Non-Discrimination / Affirmative Action policies, procedures, and practices to ensure that no person is discriminated against in employment, educational programs, and activities on the basis of race, color, sex (including gender identity), national origin, sexual orientation, marital status, height, weight, disability, or veteran status.

The OEO provides the following services to the University community:

- Affirmative Action and equal opportunity planning
- Americans with Disabilities Act monitoring and compliance
- Veterans Administration reporting
- Search committee liaisons and faculty employment search committee training
- University employment action monitoring
- Anti-discrimination, diversity, and sexual harassment seminars.

WSU MISSION:

To create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.

How will you live our mission?



Have you ever been a witness to harassment in the classroom? What about at a party? Have you ever watched what you thought might be violence between a couple in a relationship? What did you do? Did you step in? Did you ignore it? Or did you just simply walk away?

On August 29, 2016, WSU hosted "**No Zebras. No Excuses.**" performances on main campus to raise sexual assault awareness. A cast from Central Michigan University's "No Zebras. No Excuses." performed a variety of vignettes to address and recognize various forms of sexual assault, intimate partner violence, stalking and harassment.

"No Zebras. No Excuses." Is the first program of its kind to focus on bystander mentality, addressing the impact of intervention on situations of sexual aggression. It stresses that sexual aggression can no longer be ignored and empowers students to recognize sexual aggression, take a stand, and help keep others safe. Only by creating a community of active intervention can we end bystander mentality to reduce incidents of violence and harassment around us.

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WSUPD to host RAD System's Basic Training Courses

The Wayne State University Police Department will again host the Rape Aggression Defense (R.A.D) System's Basic Physical Defense Course for Women in late September 2016. All RAD classes will be held at the Wayne State University Police Department located at 6050 Cass Avenue at Burroughs, two blocks north of the Ford/I-94 freeway.

The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques for women. The R.A.D. System is a comprehensive course that begins with awareness, prevention, risk reduction and avoidance, while progressing on to the basics of hands-on self-defense.

The RAD program is taught nationwide and its widespread acceptance is primarily due to the ease, simplicity and effectiveness of RAD tactics, solid research, legal defensibility and unique teaching methodology. Our Basic R.A.D course is open to girls and women of all ages. In fact, graduates of our past R.A.D. classes ranged in age from 11 to 74 years of age. Over 1,500 women have attended our RAD program classes.

In addition to R.A.D System courses available to women and young girls, the program offers several courses for men to help promote safety, awareness, and defense. Courses included are Resisting Aggression w/ Defense for Men, available November 7-9, 2016, 5:30pm – 8:30pm. The course allows participants the opportunity to raise awareness of aggressive behavior, recognize how it impacts lives, and teaches steps on how to control, avoid, reduce, resist, and escape such behavior. Men can also sign up for the R.A.D Keychain Defense Option Course, available October 29, 2016, 10am – 2pm. It is one of the only realistic and court-defensible impact weapons programs available to the general public. It combines proven R.A.D Physical Defense strategies with revolutionary impact weapons defense techniques. Lastly, the Aerosol Defense Options Course, available October 30, 2016, 10am – 2pm, trains participants on proven backup strategies needed for a successful escape when using aerosol products.

R.A.D classes are scheduled monthly and R.A.D class announcements will be made via Campus Watch emails. If you are interested in taking our R.A.D classes, please visit <http://police.wayne.edu> for more information and to sign up.

police.wayne.edu/rad.php

http://www.police.wayne.edu/campus_watch.php



Wayne County Prosecutor Kym Worthy

WSU Participates in C-SART led by Wayne County Prosecutor

Several departments from WSU participated in the inaugural meeting of the Wayne County Campus Sexual Assault Resources Team (C-SART) on August 4, 2016 at the Wayne County Prosecutor's Office. In addition to WSU, the meeting was attended by representatives from multiple universities including the University of Detroit Mercy, University of Michigan, College for Creative Studies, Madonna, and WCCC. C-SART brings the prosecutors office, institutions, agencies, and other stakeholders together to assess campus sexual assault in Wayne County, identify needs to properly address the situation, and identify and overcome challenges to an effective community response. Recognizing that institutions and agencies work on issues of campus sexual assault largely in isolation from one another, the goal of C-SART is to provide a collaborative effort to address sexual assault on college campuses.

C-SART is led by assistant prosecuting attorneys from the Wayne County Prosecutor's Sexual Assault Team. C-SART will provide regular opportunities for institutions and agencies to meet, forge relationships, understand the roles of community stakeholders, receive training from experts in the field, and explore opportunities for collaboration and efficient use of resources.

The next C-SART event will be hosted by WSU on November 10, 2016. Dr. Rebecca Campbell will be the guest speaker and will discuss "The Neurobiology of Sexual Assault: Implications for College Title IX Officials and Law Enforcement." Dr. Campbell is a nationally recognized expert in psychological aspects of trauma and sexual assault.



Disability Pride Parade 2015 www.nytimes.com

Justice Department Revises its Regulations for the ADA

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, state and local government services, public accommodations, commercial facilities and transportation.

The ADA Amendments Act (ADAAA) was signed into law in 2008 to make a number of significant changes to the ADA's definition of "disability" to ensure that the definition would be "broadly construed and applied without extensive analysis."

The ADAAA was passed in response to several Supreme Court decisions that narrowly interpreted the ADA's definition of disability, leading ultimately to the exclusion from coverage of individuals with cancer, diabetes, epilepsy, attention deficit hyperactivity disorder, learning disabilities and other disabilities.

The ADAAA also authorized the Attorney General to issue regulations under Title II (covering local and state governmental entities) and Title III (covering places of public accommodations) of the ADA. On July 15, 2016, the United States Department of Justice Civil Rights Division released its Final Rule revising ADA Title II and III to implement the requirements of the ADAAA. The Final Rule also expands the definition of "major life activity" and explains the term "substantially limits," both factors used in determining whether an individual is disabled.

The Final Rule was published in the Federal Register on August 11, 2016, and will take effect on October 11, 2016. The Department's regulations are located in the Code of Federal Regulations (CFR) at 28 CFR parts 35 (Title II) and 36 (Title III).

[http:// www.ada.gov](http://www.ada.gov)

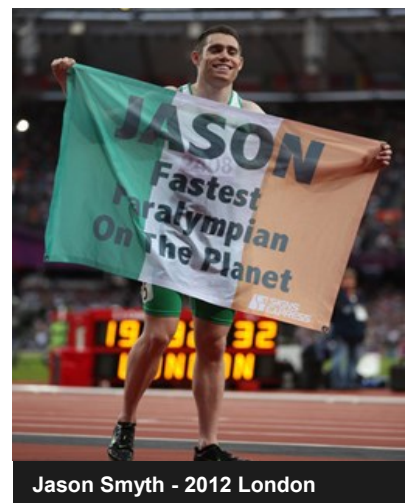
Rio 2016 Paralympic Games

The Rio 2016 Paralympic Games will be held September 7-18, 2016. The Brazilian city, with its stunning landmarks, will provide a perfect backdrop for the pinnacle of each para-athlete's career.

The numbers are in - 4,350 athletes from more than 160 countries will travel to Rio to compete in 528 medal events in 22 different sports. Of the total number of athletes set to compete, approximately 1,650 will be women; which is a 9.9% increase from London 2012 and more than double the 790 who took part in the Atlanta 1996 Games. They will compete in 224 medal events, equating to 43% of all medal events and a 12% increase from London, with athletics, cycling, and swimming providing additional events for women.

Canoe and triathlon events will be in the Games for the first time in Rio. Each sport will stage six medals, evenly split between male and female athletes.

<https://www.paralympic.org/rio-2016/about-us>



Jason Smyth - 2012 London



Rio 2016 Summer Olympics Athletes (Pictured clockwise from top: Laurie Hernandez, Katie Ledecky, Michelle Carter, Simone Biles, Allyson Felix, and Simone Manuel)

EVENTS

- *WSU Warrior Days*
Monday-Saturday, September 12-17, 2016
www.wayne.edu/wariordays
- *Open Streets Detroit*
September 25 & October 2, 2016
Noon—5pm
openstreetsdet.org
- *COSW's NO MORE Campaign*
For Domestic Violence Awareness
Wednesday, October 5, 2016
11am—2pm

Women Making History ...

Thus far, 2016 has been a significant year for women making historical strides. In light of America's first female major party candidate to run in the U.S. presidential election, the Rio 2016 Olympics can be recognized as an event continuing the celebration of female accomplishments.

U.S. track and field athlete Allyson Felix won the silver medal in the women's 400m race. She closed in just .07 seconds behind Bahamian gold medalist Shaunae Miller, yet stands as the most decorated U.S. woman in Olympic track and field history. Felix currently holds 3 silver medals and 4 gold medals - the first to shatter the long standing record of former Olympic track and field star Jackie Joyner - Kersee. Many other women of the Rio 2016 Summer Olympics stood out in several events.

Simone Biles is the first U.S. gymnast in this generation to win four Olympic gold medals. At the Rio 2016 Olympics, Biles managed to do what no other woman has done since Romanian Ecaterina Szabo won four golds in 1984. Biles' teammate, Laurie Hernandez, won the gold medal in the U.S. Team All Around, becoming the first athlete to win an Olympic gold medal in the 21st century. Hernandez is also the third Latin-American woman to make the U.S. gymnastics team.

Continuing the 2016 celebration of women who made history, U.S. athlete Simone Manuel became the first African-American female swimmer to win a gold medal in the 100 meter freestyle. Katie Ledecky, the youngest female swimmer on the U.S. Team, is the second woman to win three individual freestyle events, and third to win four gold medals in the freestyle event at a single Olympics. I'm excited to say that It doesn't stop here! If you've never heard of the shot put, you have now. Michelle Carter became the first American woman to win a gold medal for this event since 1960, when Earlene Brown claimed bronze as the first American woman to ever win a medal in Olympic shot put history.

Contact Us!

Wayne State University
Office of Equal
Opportunity
656 W. Kirby Ste. 4324
Detroit, MI 48202
Phone: (313)577-2280
Fax: (313)577-7738
oeo@wayne.edu

Visit us on the web at oeo.wayne.edu

Nikki Wright, Director
nikki.wright@wayne.edu

Tommy Martin, EO Specialist
tommy.martin@wayne.edu

Dawn Marshall, EO Specialist
dawn.marshall@wayne.edu

Shalandria Cooper, Lead Secretary
sqcooper@wayne.edu

<http://www.cnn.com/2016/08/11/sport/rio-olympics-day-6-preview/index.html>

<http://www.nbcolympics.com/news/michelle-carter-wins-womens-shot-put-gold-medal>