

A photograph of a university campus with modern buildings, trees with autumn foliage, and a blue sky with white clouds. The text is overlaid on this image.



UNIVERSITY OF CONNECTICUT

**SEXUAL HARASSMENT
PREVENTION TRAINING**

Presented by:

The Office of Institutional Equity (OIE)

The Office for Diversity and Inclusion (ODI)



I believe in the value of sexual harassment training.



Strongly disagree

Somewhat disagree

Neither disagree or agree

Somewhat agree

Strongly agree



Much of what is called sexual harassment is simply a misunderstanding.

True

False

Training Team

Elizabeth Conklin, J.D., Associate Vice President, OIE; Title IX Coordinator; ADA Coordinator (*she/her/hers*)

Sarah Chipman, J.D., Associate Director of Investigations, OIE (*she/her/hers*)

Katherine Kenyon, Training and Search Compliance Specialist, OIE (*she/her/hers*)

Lauren Donais, Title IX Program and Training Specialist, OIE (*she/her/hers*)

Kathleen Holgerson, Director, Women's Center (*she/her/hers*)

Angela Rola, Director, Asian American Cultural Center (*she/her/hers*)

Kathy Fischer, Associate Director, Women's Center (*she/her/hers*)

Susan Hoge, Executive Assistant, OIE (*she/her/hers*)

Basics

Cell
Phones

Laptops

Questions
and Breaks

Late
Entry/Early
Exit

Agenda

- Is this Sexual Harassment?
- Power Dynamics
- Myths and Facts
- Definitions
- Policy and Laws
- Reporting Obligations
- Strategies and Resources

Graduate Student Context

Two
Intersecting
Roles:

Positions of authority within the scope of teaching and research assistant roles.

Subordinate positions within the student role.

We will
discuss
both roles
today.

Focus on your roles when acting in a position of authority.

Poll Everywhere

I believe in the value of sexual harassment prevention training.

- Strongly Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Strongly Disagree

Much of what is called sexual harassment is simply a misunderstanding.

- True
- False

Why is This Training Important to Me?

We all play a role in creating and maintaining safe learning and working environments free from discrimination, harassment and related interpersonal violence.

Is this Sexual Harassment?

An employee tells a sexually explicit joke to a group of colleagues.

An employee receives a bad evaluation after they turn down the sexual proposition of their supervisor.

A woman instructor repeatedly offers to drive a student who is a man home after class. What if the woman instructor offered to drive a woman student home?

A tenured faculty member has stated that he is uncomfortable meeting with women mentees in private in light of the #metoo movement.

Sexual harassment

LEGAL
CATEGORIES

FITZGERALD
FRAMEWORK

Hostile environment

Quid pro quo

Gender hostility

Unwanted sexual attention

Sexual coercion

Sexist hostility

Sexual hostility

Different treatment because of someone's gender

Display or distribution of sexist or suggestive materials

Sexist remarks

Condescension because of someone's gender

Repeated sexual stories or jokes

Unwelcome attempts to discuss sexual matters

Offensive remarks about someone's appearance, body or sexual activities

Offensive or embarrassing sexual gestures

Attempts to establish a romantic sexual relationship despite rejection

Continued requests for dates despite rejection

Touching that made someone feel uncomfortable

Attempts to stroke, fondle or kiss

Offer of a reward to engage in sexual behavior

Threats of retaliation for not being sexually cooperative

Poor treatment for refusing to have sex

Indications of improved treatment for being sexually cooperative

Power Dynamics

Individual's power status may make harassment feel permissible to them.

Individual's lack of power may make it feel difficult to stop or report the harassment.

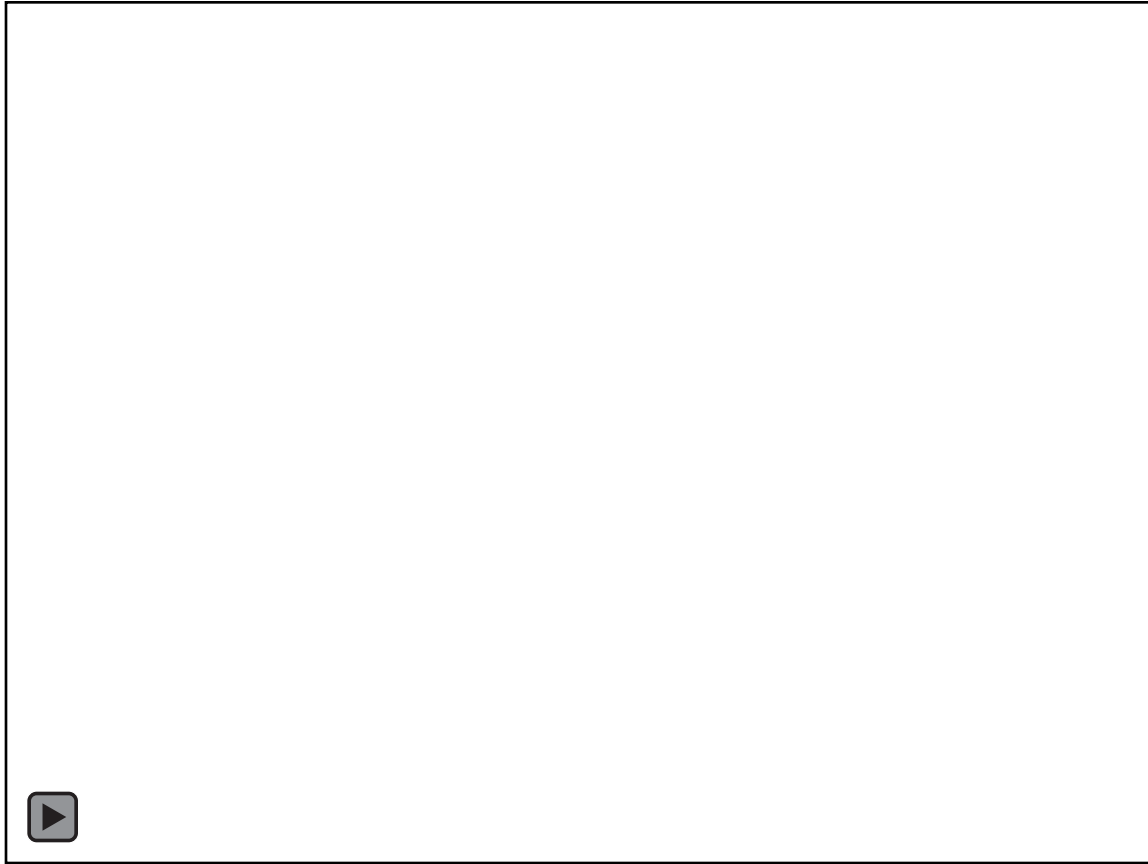
Formal

- Supervisor-Subordinate
- Faculty-Student

Informal

- Access to Resources
- "Superstar"
- Seniority

Is this Harassment?



Is this Harassment?

- 1.How would you describe what happened?
- 2.What behaviors did you observe from each character that support your description?
- 3.If you had observed this scenario, would you have intervened at any point?
- 4.If so, how and when?
- 5.If you were the new employee, would you have done anything differently?
- 6.If so, what and when?
- 7.If you were the supervisor, would you have done anything differently?
- 8.If so, what and when?



Most people enjoy sexual attention at work.

True

False

Not necessarily. One person's teasing may be another's sexual harassment. Some people may be angry, while others may be embarrassed.





Harassment will stop if a person just ignores it.

True

False

Harassers often believe that if a person ignores harassing behavior, they like it.

The lack of response is seen as approval or encouragement.



**If women watched the way they dressed,
there would not be a problem with sexual
harassment.**

True

False

Sexual harassment can happen to anyone, no matter how they dress. It typically has more to do with power than with sexual attractiveness or appearance. A particular way of dressing is not permission to touch or otherwise harass.



Nice people could not possibly be harassers.

True

False

Harassers generally do not fit any particular mold. They come in all forms, including well-liked and talented, respected professionals.

After the Break

Establish policy definitions and reporting obligations.

Explain and clarify our roles and responsibilities as employees.

00:00

Let's Take A
Break!

Code of Conduct

“As members of an academic community, we seek to foster a spirit of civility and collegiality through open and honest communication. We strive to protect the health, safety and well-being of all persons.... We value an environment that is **free from harassment, intimidation, bullying, incivility, disrespect and violence.**”

“Engaging in behaviors that harass, intimidate, bully, threaten or harm another member of the University community does not support a respectful and civil work environment.”

Rules of Conduct

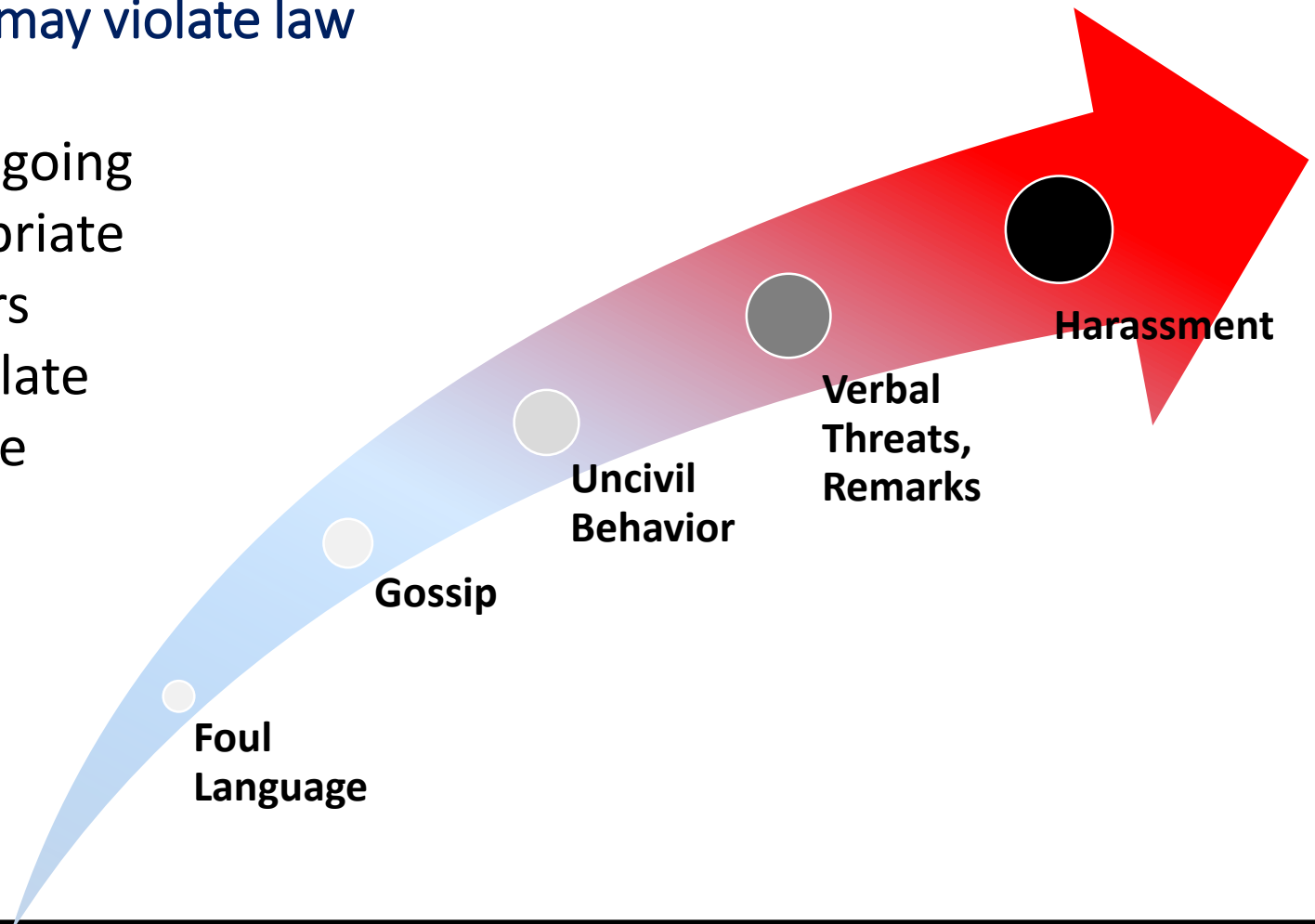
Conduct
Expressly
Prohibited
Includes,
but is not
limited to:

- interfering in any way with the work of others;
- conducting oneself in any manner that is offensive, abusive, or contrary to common decency or morality; and
- carrying out any form of harassment including sexual harassment.

Some inappropriate behaviors do not rise to the level of policy violations.

Some inappropriate behavior is clearly recognizable as a violation of policy and may violate law

Small ongoing inappropriate behaviors can escalate over time



Definition of Sexual Harassment

- “Any unwelcome conduct of a sexual nature including but not limited to unwanted sexual advances, requests for sexual favors, inappropriate touching, acts of sexual violence, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, written, or otherwise.”

- “Sexual harassment, including sexual assault, can involve persons of the same or opposite sex.”

- “Acts based on sex or sex-stereotyping, and which may include physical aggression, intimidation or hostility, are also considered sex-based harassment.”

Examples

Unwanted sexual advances (particularly when repeated).

Touching, hugging, kissing, fondling others, or touching oneself sexually for others to view.

Repeatedly telling jokes of an explicitly sexual nature.

Viewing or displaying in sight of others sexually explicit or pornographic material.

Requests for sexual favors in exchange for hiring, promotion, raises, good grades.

Sexual violence of any kind including sexual assault, sexual exploitation, intimate partner violence, and stalking.

Federal and State Laws

Sexual Harassment is Prohibited by:

Title VII of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

State of Connecticut Discriminatory Employment
Practices Law

University Policies



Policy Against Discrimination, Harassment
and Related Interpersonal Violence

UConn Child Abuse and Neglect Reporting
Policy

Non-Retaliation Policy

A violation of the policy will be found where:

- Submission to harassment of any kind is **made either explicitly or implicitly a term or condition** of an individual's employment, performance appraisal, or evaluation of academic performance; or
- These **actions have the effect of creating a hostile learning or working environment.**

Amorous Relationships

UConn Policy prohibits certain “amorous relationships” where power differentials exist.

- **“Amorous Relationship”** includes dating, sexual and/or any other type of amorous relationship.
- Prohibition includes proposals and invitations for such contact.

Amorous Relationships

Undergraduates: All faculty and staff are prohibited from pursuing or entering into an amorous relationship with any undergraduate student.

Graduate students: All faculty and staff are prohibited from pursuing or entering into an amorous relationship with a graduate student actually under that individual's authority. Graduate students are prohibited from amorous relationships with undergraduate students under their authority.

Employees: All faculty and staff are prohibited from pursuing or entering into an amorous relationship with employees whom they currently supervise.

Sexual Violence



Criminal Act

- Sexual Assault
- Stalking
- Intimate Partner Violence

Violation of University Policy

- Sexual Assault
- Stalking
- Intimate Partner Violence

Consent

An understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity.

Sexual Assault

- Sexual contact and/or sexual intercourse that occurs without consent.

Stalking

Course of conduct directed at specific individual.

Cause a reasonable person to fear for their safety or safety of others or substantial emotional distress

Unwanted, repeated, or cumulative behaviors that threaten or cause fear for another individual.

Includes

Harassing

Threatening or obscene phone calls

Excessive and/or threatening communication

Following

Vandalism

Unwanted gifts

Cyberstalking

Intimate Partner Violence

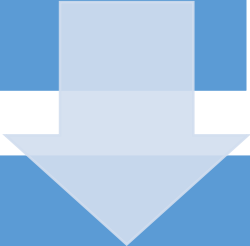
Any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.

IPV may include any form of prohibited conduct under the Policy, including sexual assault, stalking, and/or physical assault.

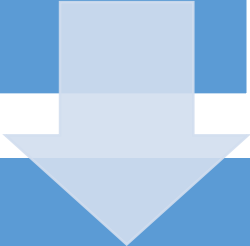
IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct.

Reporting Obligations

Employees who supervise other employees have a “heightened” duty to receive and report allegations of discrimination including sexual harassment.



Deans, Directors, Department Heads, and Supervisors are obligated to report any discrimination, harassment, or inappropriate amorous relationship to OIE as soon as it becomes known to them.



Failure to report is a policy violation potentially as serious as the original discriminatory act.

Title IX and Students

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...” 20 U.S.C. §§ 1681

UConn is committed to creating and maintaining a campus environment free from all forms of harassment and sexual violence. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.

Title IX and Students

The U.S. Department of Education's Office of Civil Rights extends the obligation to respond beyond those who actually have authority to address the harassment, but also to any individual **“who a student could reasonably believe has this authority or responsibility.”**

All Employee Reporting Obligations for Student Disclosures

Sexual Assault

- Report to OIE

Intimate Partner
Violence

- Report to OIE

Stalking

- Report to OIE

Responding to Disclosures

STEP 1: CARE

Care for the individual

- Listen without interruption
- Let the individual disclosing set the pace and tone
- Withhold judgment
- Avoid questions or statements that imply fault

"Thank you for sharing this with me. I'm sorry that this happened. How can I help?"

Responding to Disclosures

STEP 2: INFORM and CONTACT

- **Inform the individual about next steps**
- **Contact OIE**
- Inform the individual of your reporting responsibilities at an appropriate time
- Explain the purpose of your reporting responsibility
- Inform the individual that they may receive outreach from a university administrator containing resources and reporting information, and it is their choice to respond.
- Promptly call (860-486-2943) or complete OIE's online reporting form at <https://equity.uconn.edu/reporting-form/>
- Be prepared to share all details about the incident, including names, dates, and location.

"I have a responsibility to share what you have shared with me with the Office of Institutional Equity (OIE). This information sharing is meant to ensure that you will receive the appropriate level of assistance, support, and/or university resources, should you wish. Please know that you ultimately get to decide how much or how little you want to engage with any follow up you may receive."

Retaliation

Retaliation against an individual for filing a complaint or charge of discrimination, participating in an investigation, or opposing discrimination practices is prohibited.

An employer may not fire, demote, harass or otherwise “retaliate” against an individual for reporting or filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.

The standard for retaliation includes any action that would dissuade a reasonable individual from coming forward to report discrimination and/or to participate in an internal/external investigation.

Consequences and Risks

Individuals who commit acts of sexual harassment may face disciplinary action including:

- Verbal Counseling
- Letter of Warning
- Suspension and Termination

Civil and Criminal Penalties

- Harassers can be held personally liable if acting outside the scope of their employment.

Internal Reporting

Office of Institutional Equity (Title IX Coordinator)

- Claims by/against University Employees
- Title IX complaints by/against students
- (860) 486-2943
- equity@uconn.edu

UConn Police Department

- 911 – Emergencies
- (860) 486-4800 – Routine Calls

What to Expect

All complaints are taken seriously.

Privacy is maintained to the extent possible by law and consistent with adequate investigation.

UConn is committed to non-retaliation towards any person or group who reports alleged policy violations or participates in investigations.

Policy protections are extended to applicants, employees and third parties.

External Reporting - State

Commission on Human Rights and Opportunities (CHRO)

- 450 Columbus Boulevard
- Hartford, CT 06106
- (860) 541-3400
- (800) 477-5737
- TTY: (860) 541 – 3459
- 180 Day time limit

External Reporting – Federal

Equal Employment Opportunity Commission (EEOC)

- 475 Government Center
- Boston, MA 02203
- (617) 565-3200
- (800) 669 – 4000
- TTY: (800) 669 -6820
- 300 Day time limit

Office for Civil Rights (OCR)

- 475 Government Center
- Boston, MA 02203
- (800) 368-1019
- TTY (800) 537 – 7697
- 180 day time limit

Strategies to Prevent Sexual Harassment

Play your part to foster a civil, respectful environment.

- Ensure your own behavior is consistent with the expectations in the Code of Conduct and Policy Against Discrimination
- Hold colleagues accountable for disrespectful and/or uncivil behavior (“that isn’t ok in our department/at UConn”)

Know UConn’s policies, resources and reporting options.

- Read the Policy Against Discrimination, Harassment, and Related Interpersonal Violence annually
- Visit www.equity.uconn.edu and www.titleix.uconn.edu

Bring any concerns to the attention of your manager and/or other offices that can help (OIE, cultural centers, ODI, your union, etc.)

Remedies Available

Verbal Counseling

Letters of Warning

Suspension and/or
Termination.

Cease and desist orders

Back pay

Front pay

Compensatory damages

Hiring, promotion or reinstatement

Attorney's Fees (if Commission
enforcing federal anti-discrimination
statutes)

Punitive Damages (§1983 Claims)

Frequently Asked Questions

Can I file an anonymous or confidential complaint?

What if my supervisor is aware of the harassment and does nothing, or my supervisor is responsible for the harassment?

What should I do if the behavior only happened once and there were no witnesses?

If the sexually harassing behavior occurs off-site between two co-workers, does the University's Policy Against Discrimination, Harassment, and Related Interpersonal Violence apply?

What should I do if I am not sure whether the behavior is sexual harassment?

Other Questions?

University Resources

- **University Ombuds**
 - Jim Wohl
 - (860) 486-5143
- <http://ombuds.uconn.edu/>
- **Department of Human Resources**
 - (860) 486-3034 (Main Line)
 - <http://www.hr.uconn.edu/>
 - **University Compliance**
 - (860) 486-4526 (Main Line)
 - (888) 685-2637 (ReportLine)
- <http://www.compliance.uconn.edu>
- **Employee Assistance Program (EAP)**
 - (860) 486-1307
 - (800) 852-4392 (24 hours)
- http://www.hr.uconn.edu/employee_assistance.html
- **Union Representative**
 - (If Applicable)

University Resources

- **Women's Center**
 - (860) 486-4738
 - <http://www.womenscenter.uconn.edu/>
- **Asian American Cultural Center**
 - (860) 486-0830
 - <http://www.asacc.uconn.edu/>
- **African American Cultural Center**
 - (860) 486-3433
 - <http://www.aacc.uconn.edu/>
- **Puerto Rican/Latin American Cultural Center**
 - (860) 486-1135
 - <http://www.latino.uconn.edu/>
- **Rainbow Center**
 - (860) 486-5821
 - <http://rainbowcenter.uconn.edu/>

The Office of Institutional Equity (OIE)

241 Glenbrook Road

Wood Hall – Unit 4175

Storrs, CT 06269-4175

Telephone: (860) 486-2943

<http://equity.uconn.edu/>

Have Your Husky One Card Ready