

The background of the slide is a blurred photograph of a library. Large, white, three-dimensional letters spelling out 'UNIVERSITY OF CONNECTICUT' are mounted on a white shelf. The perspective is from a low angle, looking down the length of the shelf, which creates a strong sense of depth and perspective. The lighting is soft and even, highlighting the texture of the shelf and the clean lines of the letters.

**UNIVERSITY OF CONNECTICUT**

**SEXUAL HARASSMENT  
PREVENTION TRAINING**

Presented by:  
The Office of Institutional Equity (OIE)

# WebEx Guidelines

Please keep yourself  
on mute.



# EQUITY AT UCONN



Accessibility



AA/EEO Compliance



Investigations



Title IX



Education & Training

# Self Care and Respect

Variety of topics including:

- sexual harassment
- sexual assault
- stalking
- intimate partner violence

These topics can be difficult and we all have a variety of experiences.

While we may have moments of levity please treat each other with respect.

We encourage you to take any self-care steps that are needed.

# Poll Everywhere

Text UCONN EQUITY to 22333

22333 is the recipient, body of text should say UCONN EQUITY

# How is everyone?

Great!

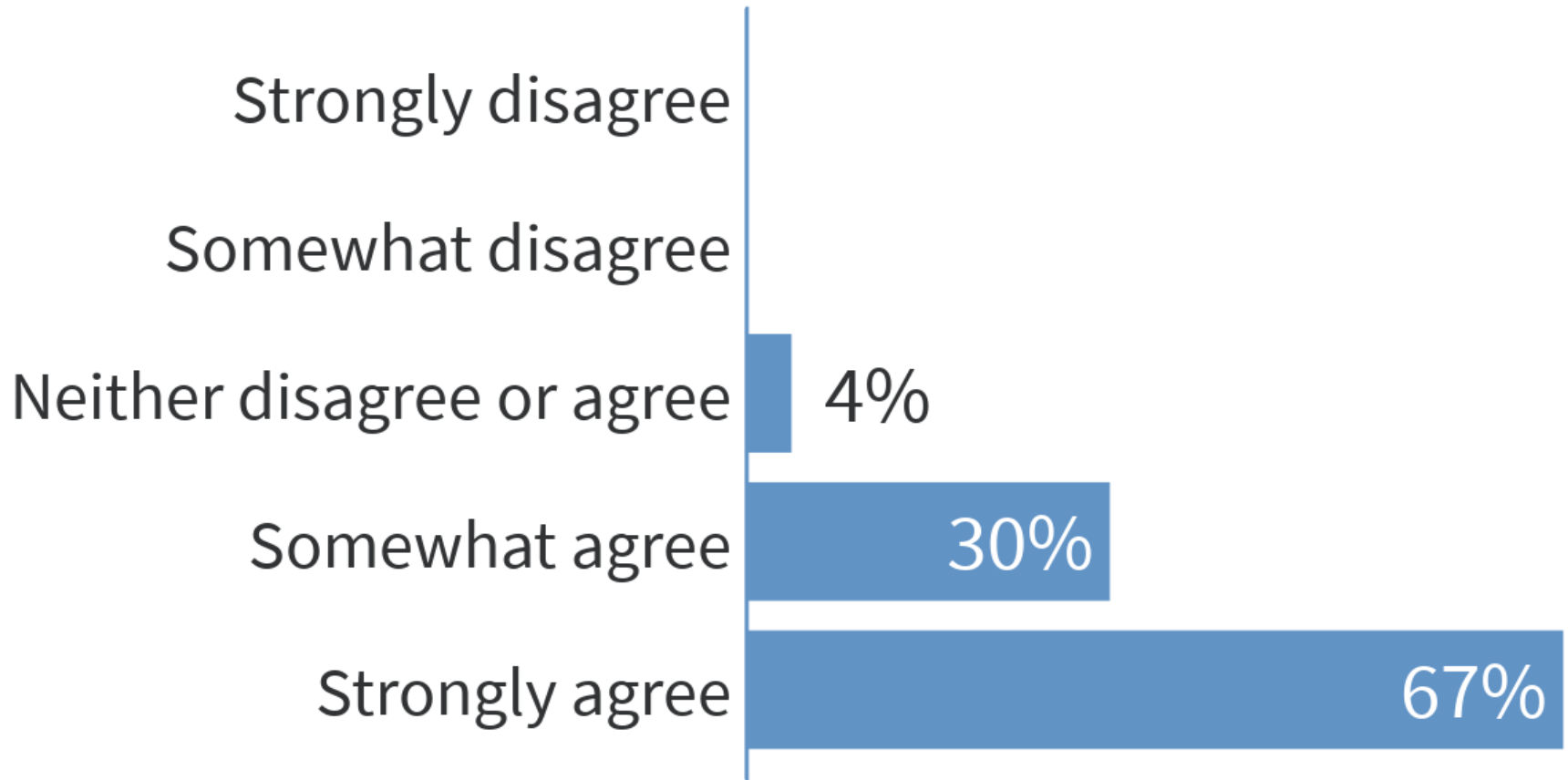
OK!

Excited for my  
Vacation

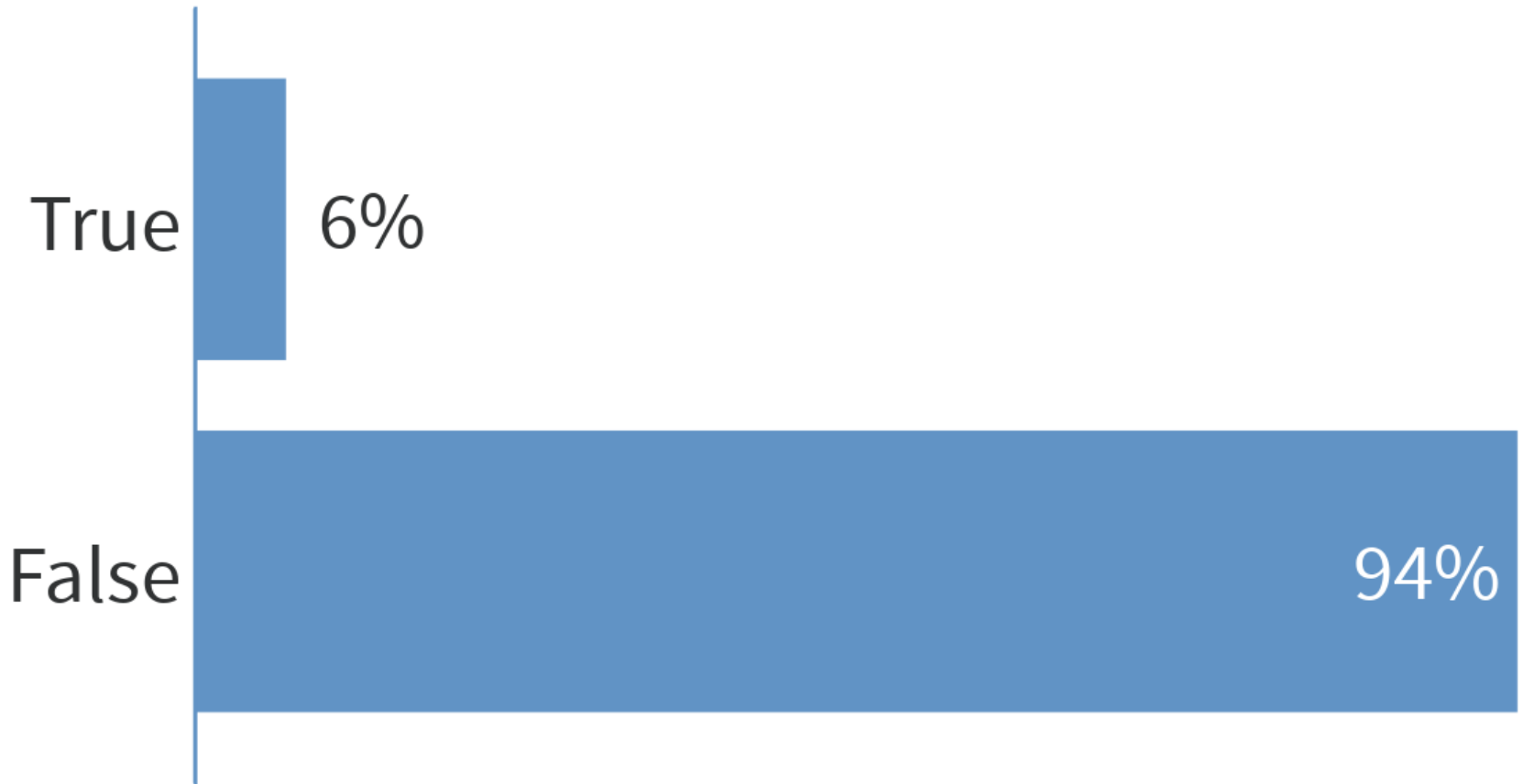
Just came back  
from vacation

No vacation  
scheduled :(

# I believe in the value of sexual harassment training.



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





# 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*)

# Agenda

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

# Graduate Student Context

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Two  
Intersecting  
Roles:

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

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Subordinate positions within the student role.

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We will  
discuss  
both roles  
today.

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

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# Why is This Training Important to Me?

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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.

When poll is active, respond at **Pollev.com/uconnequity**

Text **UCONNEQUITY** to **22333** once to join

# 1.) Is this sexual harassment?

# Is this Sexual Harassment?

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

When poll is active, respond at **Pollev.com/uconnequity**

Text **UCONNEQUITY** to **22333** once to join

## 2.) Is this sexual harassment?



# Is this Sexual Harassment?

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?

When poll is active, respond at **PolleEv.com/uconnequity**

Text **UCONNEQUITY** to **22333** once to join

## 3.) Is this sexual harassment?

# Is this Sexual Harassment?

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

When poll is active, respond at **PolleEv.com/uconnequity**

Text **UCONNEQUITY** to **22333** once to join

## 4.) Is this sexual harassment?

# 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

# Most people enjoy sexual attention at work.



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.



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.**



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.



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

# After the Break

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Establish policy definitions and reporting obligations.

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Explain and clarify our roles and responsibilities as employees.

00:00

Let's Take A  
Break!



# Code of Conduct

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“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.**”

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“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

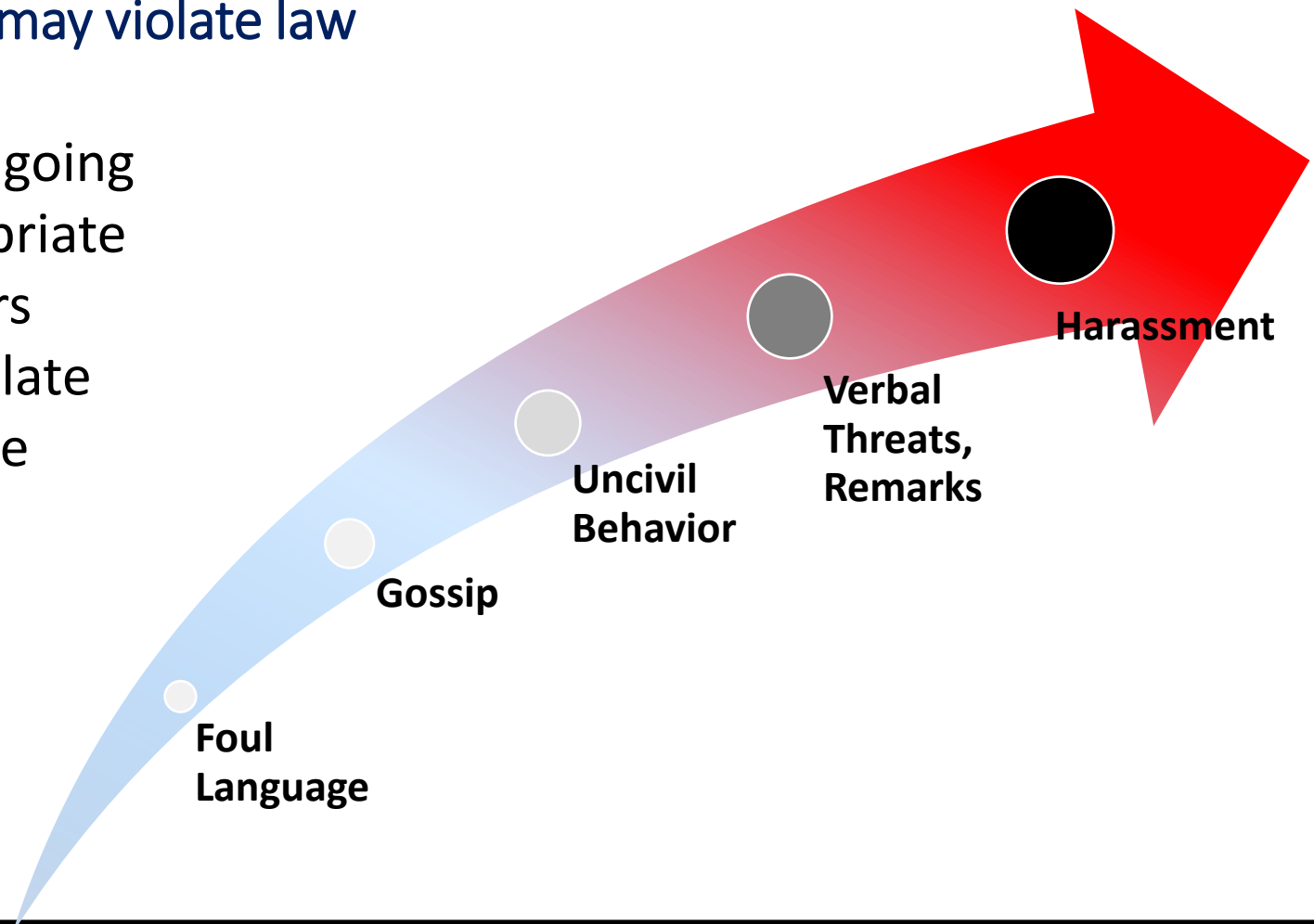
Conduct  
Expressly  
Prohibited  
Includes,  
but is not  
limited to:

- 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

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**Unwanted sexual advances (particularly when repeated).**

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

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**Repeatedly telling jokes of an explicitly sexual nature.**

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

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

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**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

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

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**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.

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

Is this Harassment?



When poll is active, respond at **PolleEv.com/uconnequity**

Text **UCONNEQUITY** to **22333** once to join

# What was your first impression of this interaction?

# 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

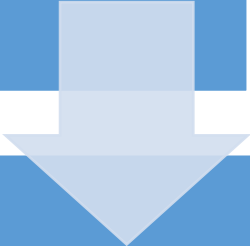
Any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.

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

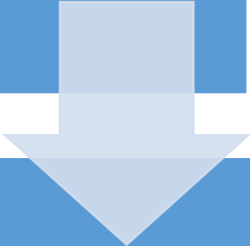
IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct.

# 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.

# 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?"*

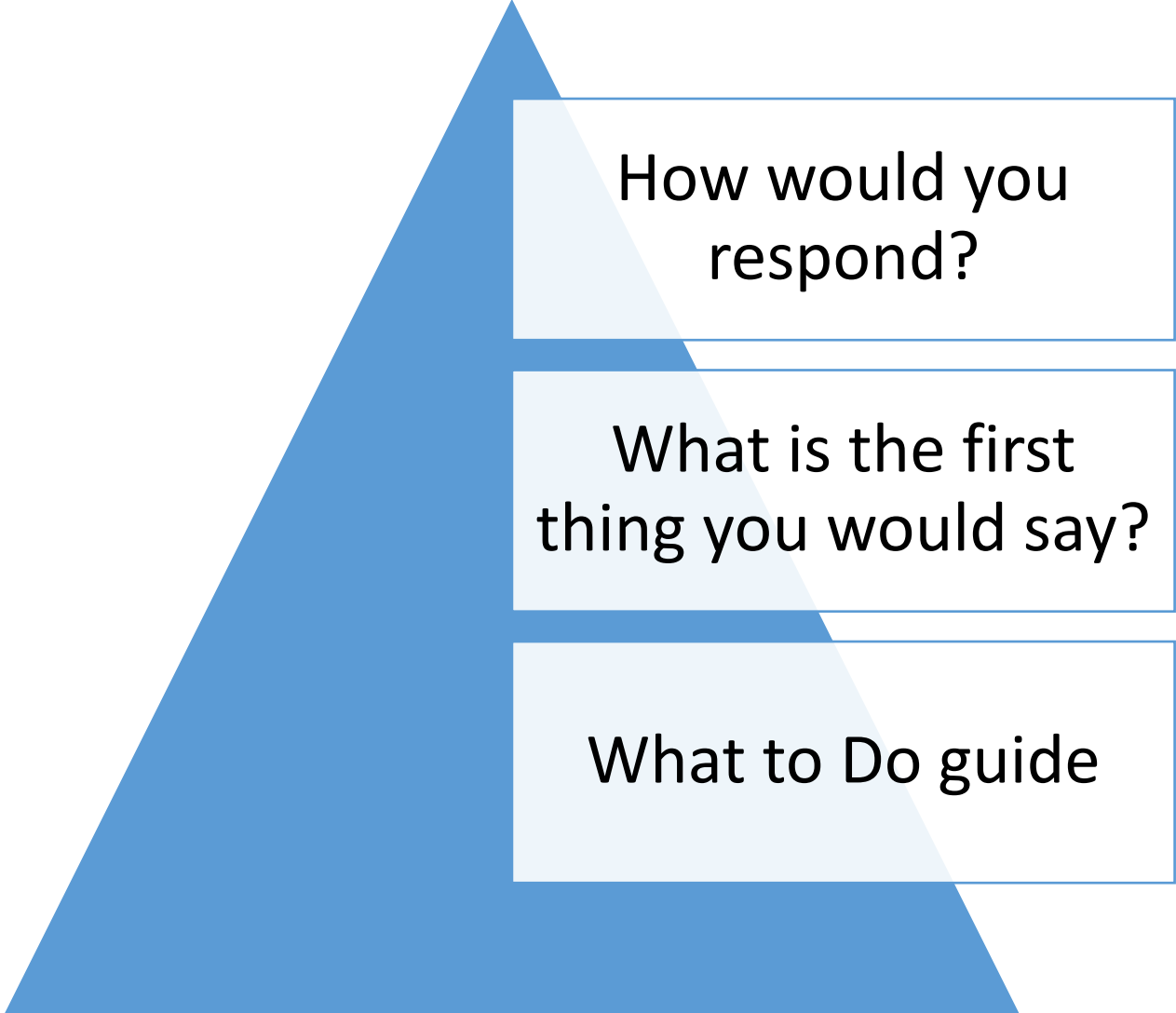
# Responding to Disclosures

## 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."*

# Practice



How would you respond?

What is the first thing you would say?

What to Do guide

# Retaliation

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

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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.

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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](mailto:equity@uconn.edu)

## UConn Police Department

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

# What to Expect

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All complaints are taken seriously.

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

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

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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
- 300 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](http://www.equity.uconn.edu) and [www.titleix.uconn.edu](http://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

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Verbal Counseling

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Letters of Warning

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Suspension and/or  
Termination.

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Cease and desist orders

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Back pay

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Front pay

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Compensatory damages

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Hiring, promotion or reinstatement

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

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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](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/>

# University Resources

- **University Ombuds**

- Donna Douglass Williams
  - (860) 679-5061

- <http://ombuds.uconn.edu/>

- **Department of Human Resources**

- (860) 679-2426

- <http://www.health.uconn.edu/human-resources>

- **University Compliance**

- (860) 486-4526 (Main Line)
- (888) 685-2637 (ReportLine)

- <http://www.compliance.uconn.edu>

- **Employee Assistance Program (EAP)**

- (860) 679-2877

- (800) 852-4392 (24 hours)

- <http://www.health.uconn.edu/occupational-environmental/employee-assistance-program>

- **Union Representative**

- (If Applicable)

# Storrs Participants!

Please enter your Name and  
NetID in the WebEx Chat

# The Office of Institutional Equity (OIE)

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

E-Mail: [equity@uconn.edu](mailto:equity@uconn.edu)

Phone: (860) 486-2943 – Storrs  
(860) 679-3563 – UCH