



# UNIVERSITY OF CONNECTICUT SEXUAL HARASSMENT PREVENTION TRAINING



# Poll Everywhere

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- Via Text: UCONNNEQUITY to 22333
- Via Browser: [pollev.com/uconnequity](http://pollev.com/uconnequity)
- All answers are anonymous

# WebEx Expectations

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- Please keep yourself on mute
- I will do my best to respond to the chat box
- Please bear with the audio lag in the instructional videos
- WebEx will run a report at the end of training to capture attendance

# A Note on Terminology

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- The terms “Complainant” and “Respondent” will be used when referring to University procedures
  - “Complainant” means the individual who presents as the victim of any Prohibited Conduct under The Policy Against Discrimination, Harassment & Related Interpersonal Violence, regardless of whether that person makes a report or seeks action under The Policy
  - “Respondent” means the individual who has been accused of violating The Policy.
- Common alternatives for Complainant include: Victim, Survivor, Impacted Person, Person who has experienced violence
- Common alternatives for Respondent include: Perpetrator, Alleged Perpetrator, Accused, Person who has perpetrated violence
- Each of our lived experiences, social perceptions, and professional and personal identities influence our chosen terminology

# EQUITY AT UCONN

UCONN



Accessibility



AA/EEO Compliance



Investigations



Title IX



Education & Training

# Agenda

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- State and National Landscape
- Risk Factors, Laws and University Policies
- Sexual Harassment: Case Studies & Policy Definitions
- Interpersonal Violence, Retaliation and Reporting
- Title IX
- Addressing & Preventing Sexual Harassment and Interpersonal Violence
- Reporting & Resources

# State & National Landscape

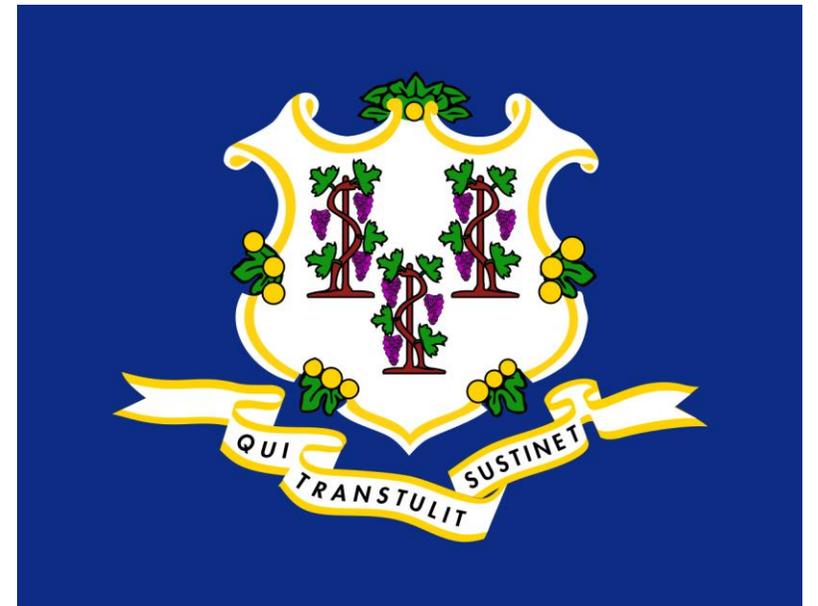
# #MeToo



# Time's Up Act

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- In effect October 2019
- Expands training requirements for all employees in the State of Connecticut



# **Risk Factors, Laws and University Policies**

# 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 → Employee
- Faculty/Staff → Student

## Informal

- Employee → Supervisor
- Employee → Employee
- Student → Faculty/Staff

# EEOC Workplace Risk Factors

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- General incivility
- Lack of diversity in the workplace
- Crude, vulgar, or unpleasant social discourse
- Workplaces with “high value” employees (actual or perceived)
- Isolated and decentralized workplaces
- Workplaces that tolerate or encourage alcohol consumption



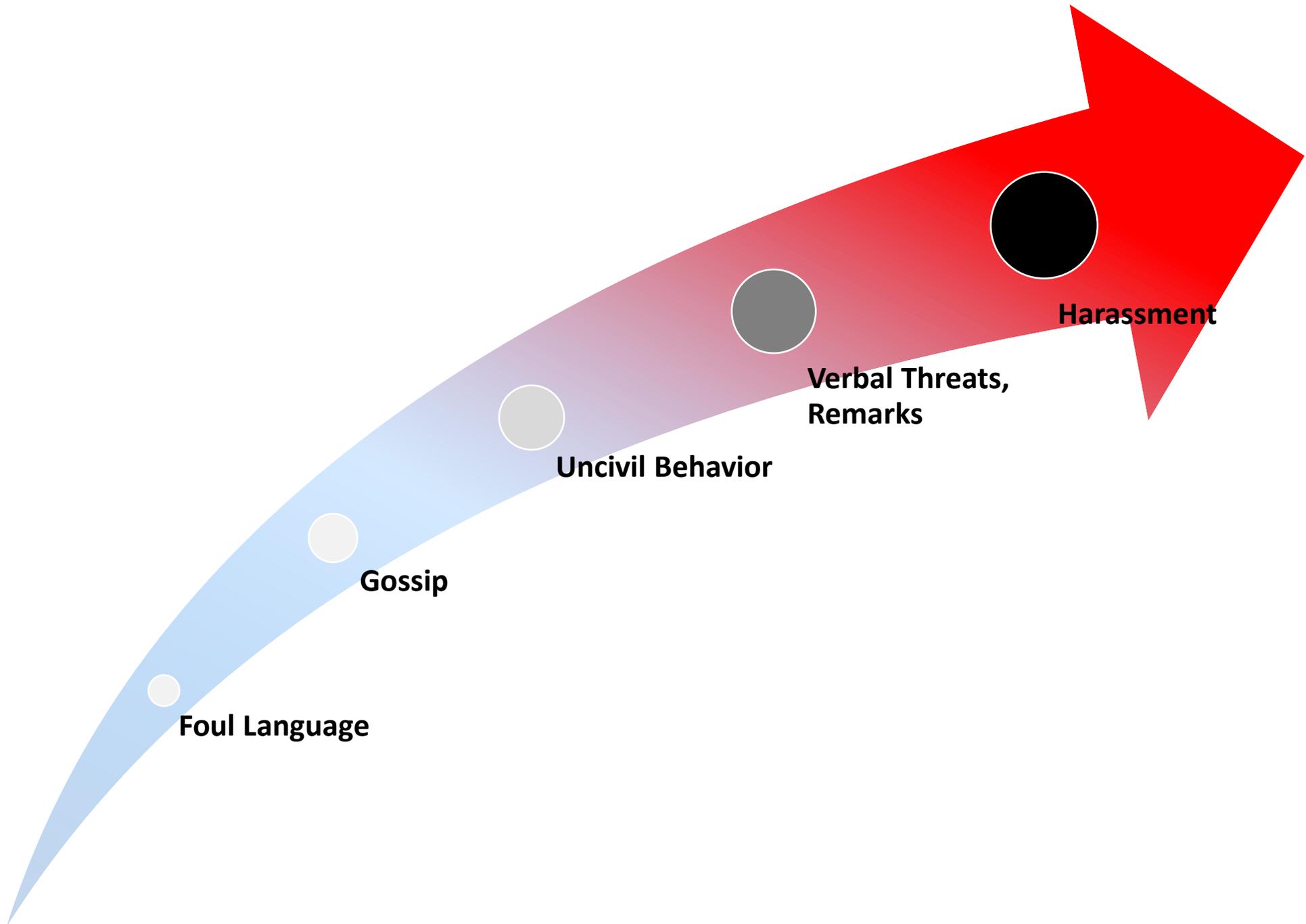
# Examples

## Civility

- Going out of your way to help someone
- Saying “please” and “thank you”
- Showing respect for other people’s feelings and opinions
- Refusing to participate in gossip

## Incivility

- Addressing people in a disrespectful manner
- Failing to respond to correspondence
- Not keeping appointments
- Eye rolling
- Derogatory remarks
- Ignoring others and their opinions



# Code of Conduct

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All members of the University community have a responsibility to treat each other with **consideration** and **respect**. 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.

# Federal & State Laws

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## Title VII

Protects employees against discrimination based on specified identities

## Title IX

Prohibits discrimination on the basis of sex in any education program or activity that is federally funded

## Connecticut Fair Employment Practices Act



# University Policies

## Policy Against Discrimination, Harassment & Related Interpersonal Violence

Prohibits specific forms of behavior that violate Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Violence Against Women Reauthorization Act of 2013 (VAWA), and related state and federal anti-discrimination laws.

## Non-Retaliation Policy

Defines how the University provides 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.

## Protection of Minors and Reporting of Child Abuse and Neglect Policy

Promotes the protection of minors who participate in activities sponsored by the University. Employees must:

- report orally to law enforcement or the Department of Children & Families (DCF) within 12 hours
- submit written report to DCF within 48 hours

# Policy Against Discrimination, Harassment and Related Interpersonal Violence

- Articulates University values and community conduct expectations.  
Prohibited Conduct includes:
  - Discrimination
  - Discriminatory Harassment
  - Sexual Harassment
  - Sexual Assault
  - Intimate Partner Violence
  - Stalking
  - Sexual Exploitation
  - Retaliation
- Clarifies Employee Reporting Obligations
- Prohibits certain amorous relationships where power disparities are present

UNIVERSITY OF CONNECTICUT POLICY AGAINST  
DISCRIMINATION, HARASSMENT, AND RELATED  
INTERPERSONAL VIOLENCE

*Including Sexual and Gender-Based Harassment, Sexual  
Assault, Sexual Exploitation, Intimate Partner Violence,  
Stalking, Complicity, Retaliation and Inappropriate Amorous  
Relationships*

# **Sexual Harassment: Case Studies & Policy Definitions**

# Poll Instructions

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- For each of the following scenarios think about:
  - **Yes** this is an example of sexual harassment.
  - **No** this is not an example of sexual harassment.
  - **Maybe** an example of sexual harassment, it depends.
- If maybe, what additional information would you need?
- You are welcome to share any other thoughts.



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



**An employee receives a bad performance evaluation after turning down a sexual proposition from their supervisor.**

**Every time your supervisor shares their screen during virtual staff meetings, you see they have multiple windows open with pornographic content.**



**A tenured faculty member has stated that he is uncomfortable meeting privately with women mentees in light of the "Me Too" movement.**

# Sexual harassment

LEGAL  
CATEGORIES

FITZGERALD  
FRAMEWORK

## Hostile environment

## Quid pro quo

### Gender hostility

### Unwanted sexual attention

### Sexual coercion

#### Sexist hostility

Different treatment because of someone's gender

Display or distribution of sexist or suggestive materials

Sexist remarks

Condescension because of someone's gender

#### Sexual hostility

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

# Policy Definition of Sexual Harassment

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**Unwelcome conduct of a sexual nature**, including, but not limited to:

- unwanted sexual advances
- requests for sexual favors
- inappropriate touching, hugging, fondling or kissing
- acts of sexual violence of any kind including sexual assault, sexual exploitation, intimate partner violence, and stalking
- other unwanted conduct of a sexual nature (e.g. repeated jokes, viewing or displaying in sight of others explicit or pornographic material)

Can be verbal, non-verbal, graphic, physical, written, or otherwise

# Sexual Harassment

```
graph TD; A[Sexual Harassment] --> B[Quid Pro Quo]; A --> C[Hostile Work Environment];
```

## Quid Pro Quo

When **submission to or rejection of unwelcome conduct** is used as the **basis for decisions** affecting an individual's education, employment, or participation in a University program or activity.

## Hostile Work Environment

When conduct is so **severe, persistent, or pervasive** that it **unreasonably interferes** with, **limits, deprives, or alters** the **conditions** of education, employment, or participation in a University program or activity when viewed from both a subjective and objective perspective.

**Kai**



Kai

# Amorous Relationships

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“Amorous relationships” are defined as intimate, sexual, and/or any other type of amorous proposal, encounter, or relationship, whether casual or serious, short-term or long-term.

The University **prohibits** amorous relationships where **formal power disparities** exist.

# Amorous Relationships

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## Undergraduates

- **All faculty and staff** are **prohibited** from pursuing or entering into an amorous relationships with **any** undergraduate student.
- **Graduate students** are **prohibited** from amorous relationships with undergraduate students **under their authority**.

## Graduate Students

**Faculty and staff** are **prohibited** from pursuing or entering into an amorous relationship with a graduate student **under their authority**.

## Employees

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

# Break - Frequently Asked Questions

## **Is it possible to be sexually harassed by someone of the same gender?**

Yes. Men can be sexually harassed by men, women can be sexually harassed by women, and gender non-conforming individuals can be sexually harassed by other gender non-conforming individuals.

## **Is sexual harassment strictly motivated by sexual desire?**

No. At its core, sexual harassment is much more about power than sexual attraction. Conduct need not be motivated by sexual desire in order to constitute harassment; it simply must be unwelcome conduct of a sexual nature.

## **Can an individual be impacted by sexual harassment even if they were not the intended target?**

Individuals do not need to be the target of sexual harassment to be impacted by it in the workplace and can in fact file third party complaints.

## **Can sexual harassment occur in an online/virtual setting?**

Yes. Sexual harassment can include messages, images or videos transmitted through video conferencing, chats, text or email.

# Interpersonal Violence, Retaliation and Reporting

# “The Boss”

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# What do you make of this interaction?

# Interpersonal Violence

```
graph TD; A[Interpersonal Violence] --- B[Sexual Assault]; A --- C[Intimate Partner Violence (IPV)]; A --- D[Stalking]; A --- E[Sexual Exploitation];
```

**Sexual Assault**

**Intimate  
Partner  
Violence (IPV)**

**Stalking**

**Sexual  
Exploitation**

# Consent

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- An **understandable** exchange of **affirmative words or actions**, which indicate a **willingness** to participate in **mutually agreed** upon sexual activity;
- Must be **informed**, **freely** and **actively** given;
- It is the **responsibility of the initiator** to obtain clear and affirmative responses at **each stage** of sexual involvement;
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity;
- The lack of a negative response is not consent;
- An individual who is **incapacitated** by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent;
- Past consent of sexual activity does not imply ongoing future consent.

# Interpersonal Violence

```
graph TD; A[Interpersonal Violence] --> B[Sexual Assault]; A --> C[Intimate Partner Violence (IPV)]; A --> D[Stalking]; A --> E[Sexual Exploitation];
```

## Sexual Assault

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

## Intimate Partner Violence (IPV)

Includes any act of violence or threatened act that occurs between individuals who are involved or have been in a sexual, dating, spousal, domestic, or other intimate relationship. May involve a pattern of or one-time behavior used to establish power and control through fear and intimidation. May be emotional and/or physical.

## Stalking

Unwanted, repeated, or cumulative behaviors directed at a specific individual that would cause a reasonable person: to fear for their own safety, the safety of others, or suffer substantial emotional distress.

## Sexual Exploitation

Taking advantage of a person due to their sex and/or gender identity for gain or gratification. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes.

# Retaliation

Under *The Policy Against Discrimination, Harassment, and Related Interpersonal Violence* “Retaliation” is **prohibited** and defined as any **adverse action** taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding, including requesting remedial and/or supportive measures.”

The University provides **additional protection** through a separate ***Non-Retaliation Policy***, which encourages individuals to bring forward information and/or complaints about violations of state or federal law, University policy, rules or regulations.

**UConn** Policies & Procedures

### Policy Against Discrimination, Harassment, and Related Interpersonal Violence

*Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships*

Title:	Policy Against Discrimination, Harassment, and Related Interpersonal Violence
Policy Owner:	The Office of Institutional Equity
Applies to:	Students, All Employees, Contractors, Vendors, Visitors, Guests and
Campus Applicability:	All
Effective Date:	July 31, 2020
For More Information, Contact:	Office of Institutional Equity
Contact Information:	(860) 486-2943 & (860) 679-3563
Official Website:	<a href="http://www.equity.uconn.edu">http://www.equity.uconn.edu</a> and <a href="http://titleix.uconn.edu/">http://titleix.uconn.edu/</a>

**UConn** 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 University Compliance
Contact Information:	(860) 486-2530
Official Website:	<a href="http://president.uconn.edu/">http://president.uconn.edu/</a>

# Supportive Measures

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Individualized services designed to restore or preserve equal access to education and/or the work environment, protect safety, and/or deter sexual harassment.

Examples include:

- Mutual no-contact directives
- Modifications to work schedules or locations
- Access to support resources (i.e. EAP, Ombuds, Cultural Centers)

Can be made available regardless of whether or not a formal complaint process is pursued.

# Supervisory Employee Reporting Obligations

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Managers and Supervisors (including Deans, Directors, and Department Heads) play an important role in ensuring safe working and learning environments.

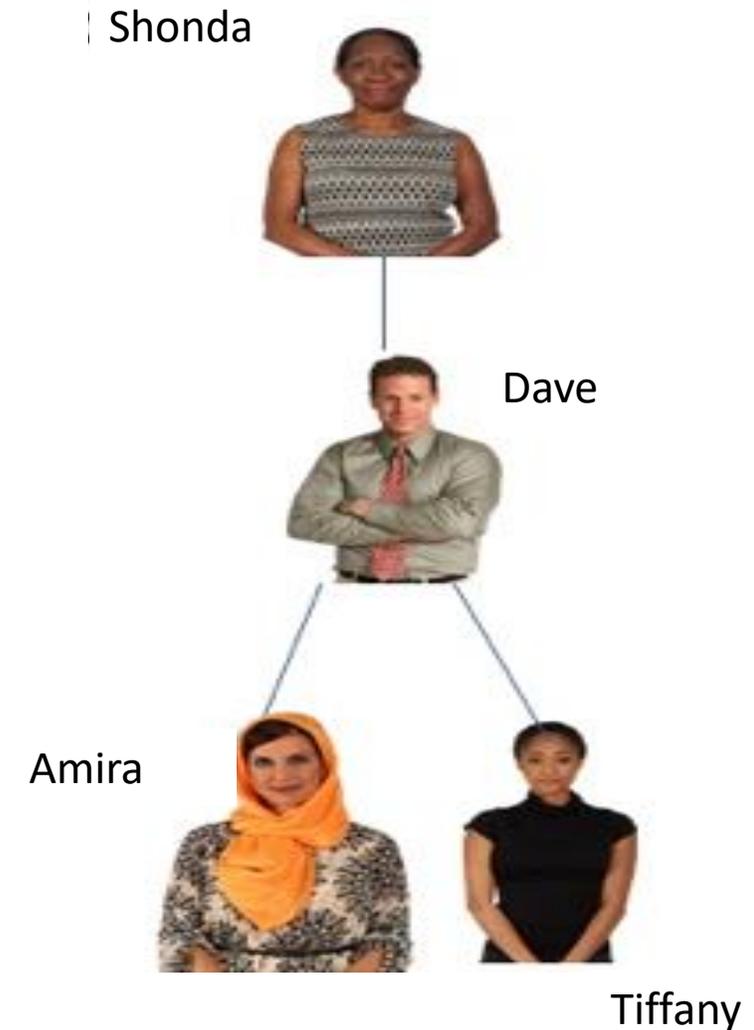
As such, they have a **heightened duty to report all forms of Prohibited Conduct.**

- Discrimination
- Discriminatory Harassment
- Sexual Harassment
- Sexual Assault
- Intimate Partner Violence
- Stalking
- Sexual Exploitation
- Retaliation

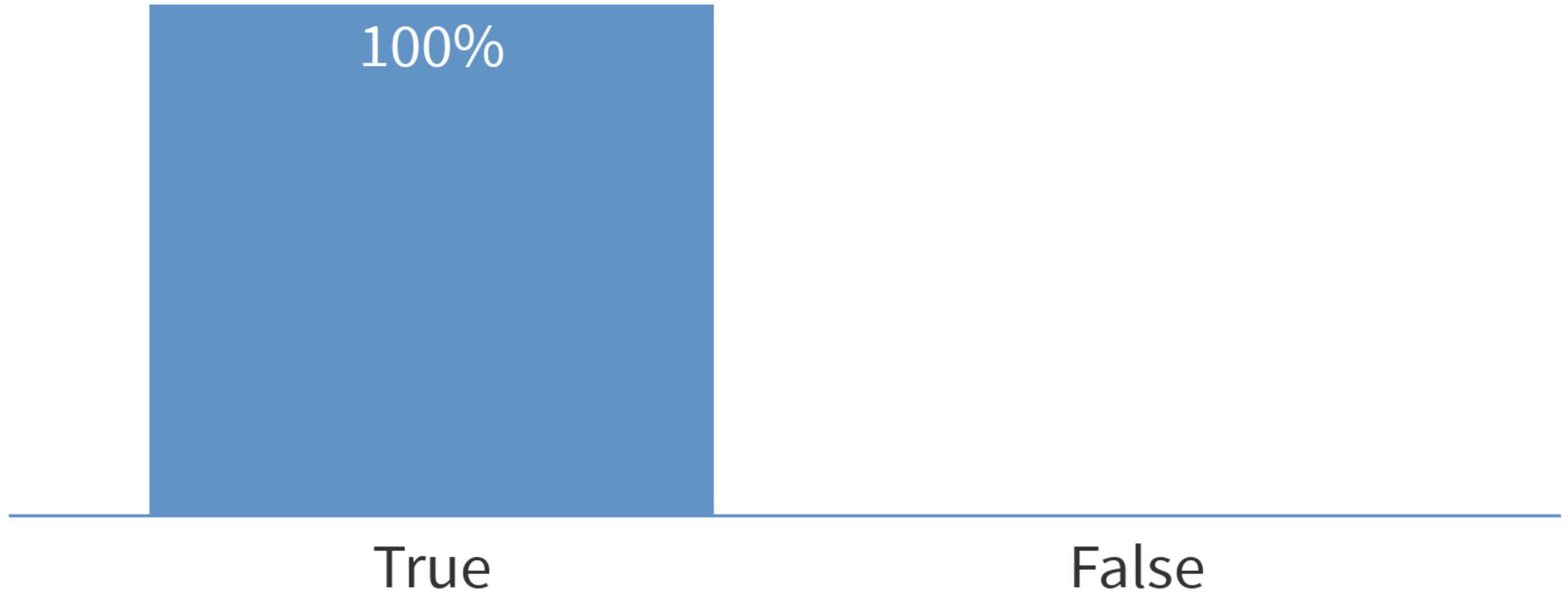
Failure to report is  
a policy violation

# Supervisory Employee Reporting Obligations

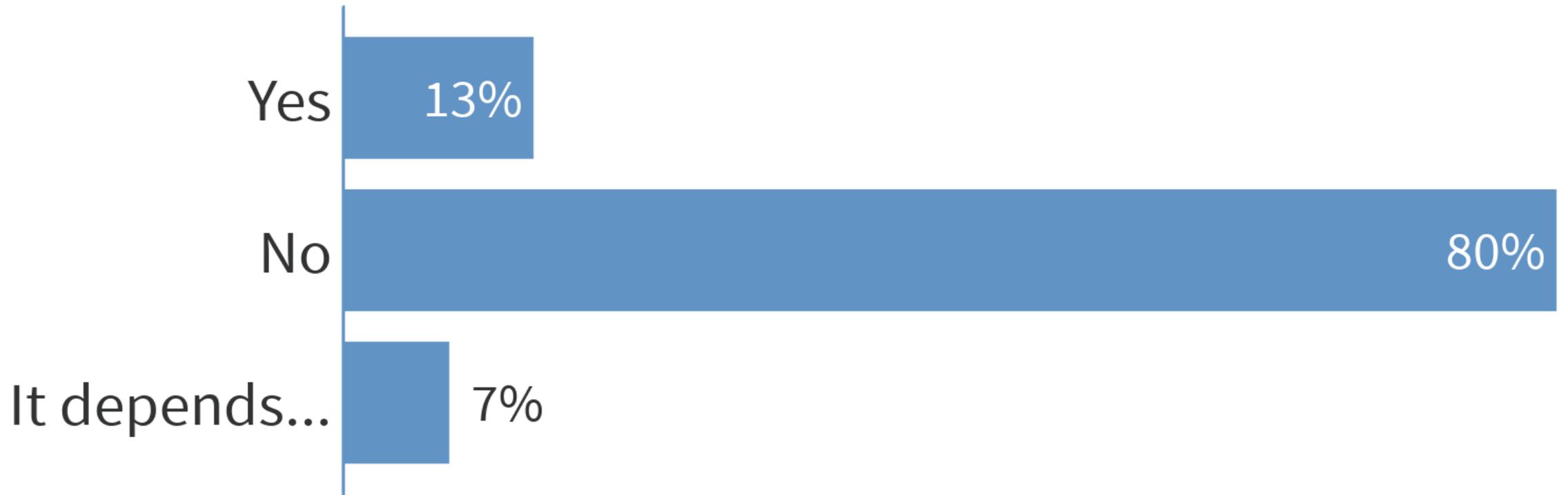
Amira and Tiffany report to Dave. Shonda, the director of the department supervises Dave. A few weeks into Amira's employment, Shonda receives an email from her, requesting to meet privately. In their subsequent meeting, Amira reveals to Shonda that Dave kept resting his hand on Amira's thigh in their 1:1 supervision meeting last week. Amira follows her disclosure with the statement: "Maybe Dave is just trying to be friendly and welcoming, but it made me feel really uncomfortable and I'm worried it will happen again."



**Shonda must report Amira's disclosure to OIE as it raises a concern regarding sexual harassment.**



# What if Amira had told her co-worker Tiffany about the incident, instead of Shonda. Would Tiffany then be required to report to OIE?



# Title IX

# Title IX

**“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**



Representative Patsy Mink of Hawaii, Title IX co-author, for whom the law was renamed in 2002

# New Title IX Regulations: In a Nutshell

## What has changed

- Modifications to *The Policy Against Discrimination, Harassment, and Related Interpersonal Violence*, in the form of:
  - Addition of a new Title IX Sexual Harassment definition as a form of Prohibited Conduct
  - Addition of Exempt Employee resources (i.e. Cultural Center staff for all students and employees and Ombuds for graduate students and employees )
- Title IX-related investigation and adjudication procedures

## What has not changed

- Preexisting definitions of Sexual Harassment and Related Interpersonal Violence under *The Policy* that allow for allegations of conduct falling outside of the new Title IX Sexual Harassment definition to be addressed
- Ongoing prevention and intervention efforts (e.g. Protect Our Pack, VAWPP's *Consent 201* in FYE, Not Anymore, etc.)
- Supportive measures available to all parties, regardless of whether or not a formal complaint process is pursued
- Virtually all Employee Reporting Obligations
- UConn's commitment to a safe, equitable, and inclusive learning and working environment for all community members

# Title IX Sexual Harassment vs (Non-Title IX) Sexual Harassment

## Title IX Sexual Harassment

- An **employee** conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the University's education program or activity **in the United States**; or
- Sexual assault (as defined by Clery Act), or "dating violence," "domestic violence," and "stalking" (as defined by Violence Against Women Act).

## (Non-Title IX) Sexual Harassment

- Where submission to or rejection of unwelcome conduct is used as the basis for decisions affecting an individual's education; employment; or participation in a University program or activity (i.e. quid pro quo); or
- Unwelcome conduct that is so severe, persistent **or** pervasive that it unreasonably interferes with, limits, deprives, or alters the conditions of education; employment; or participation in a University program or activity when viewed from both a subjective and objective perspective (i.e. hostile environment); or
- Acts of interpersonal violence (e.g. sexual assault, intimate partner violence, stalking) as defined by *The Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.

# Title IX Sexual Harassment – Primary Procedural Changes

## Investigations

- New evidentiary review and response periods for both parties
- All will conclude with a hearing

## Hearings

- Will be live for parties on Storrs and Regional campuses
- Parties must have an advisor (either of their choice or University-appointed) to conduct cross-examination

## Appeals

- Both parties will have an opportunity to appeal the outcome

# Responsible Employee (Title IX) Reporting Obligations

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**Virtually all** University employees are **still “Responsible Employees”** and **are** required to report any information **received from students** related to:

- Sexual Assault
- Intimate Partner Violence
- Stalking

Narrow exceptions include employees empowered by law to maintain confidentiality (Confidential Employees) and **Exempt Employees**.

Reports to OIE do not automatically begin an investigation process.

# Why Reporting Matters

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**Responsible Employees** play an important role in:

- ensuring timely and accurate information to impacted community members
- identifying patterns and trends
- campus-wide prevention efforts

**Supportive measures** include, but are not limited to:

- Counseling
- Extensions of deadlines
- Scheduling modifications
- Changes to on-campus housing
- Leaves of absence
- Mutual no contact directives
- Increased security
- Monitoring of certain areas of campus

# Responsible Employee Reporting Obligations

Valarie, an undergraduate student, emailed Professor Smith to ask for a coursework extension. Valarie later explained that she has been having a difficult time focusing ever since a non-consensual sexual encounter with another student in her residence hall.



# New Exempt Employees

## Role

- Provide culturally responsive support to **students and employees** impacted by sexual harassment and/or related interpersonal violence, including information about:
  - supplemental on and off-campus resources
  - accessing supportive measures (e.g. counseling services, course accommodations, course and employment schedule modifications, mutual no-contact directives, etc.)
  - reporting options (i.e. University and law enforcement channels)
- Will not report disclosures to OIE unless the student or employee requests they do so (or if any individual is in imminent risk of serious harm or a minor)

## Include

Staff within the University's:

- African American Cultural Center (AACC)
- Asian American Cultural Center (AsACC)
- Puerto Rican/Latin American Cultural Center (PRLACC)
- Rainbow Center
- Women's Center
- Ombuds Office (serve graduate students and employees)



# Addressing & Preventing

# Impact

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Sexual harassment and/or assault is an emotional and/or physical violation that might result in feelings of intense fear, powerlessness, and hopelessness. Such events can be traumatic, not because they are rare, but because they overwhelm the internal resources that give individuals a sense of control, connection, and meaning (Bryant-Davis, 2005).

Because trauma is often experienced, it is important that those receiving disclosures related to sexual harassment and/or related interpersonal violence respond in a trauma-informed way.

# Responding to Disclosures: The Basics

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## 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?”*

# Trauma-Informed Response

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## Is:

- Creating opportunities for the person disclosing to rebuild a sense of control
- Allowing the person to make decisions for themselves
- Seeking to actively resist re-traumatization

## Is Not:

- Controlling (telling the person what they should or should not do)
- Minimizing (expressing disbelief or doubt)
- Investigating (demanding or prying for more information)

# Responding to Disclosures: Balancing Care and Compassion with Reporting Obligations

## STEP 2: INFORM & CONTACT

- 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
- 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."*

# What to Do Resource Guide

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's **Policy Against Discrimination, Harassment, and Related Interpersonal Violence**, all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the **Office of Institutional Equity (OIE)**. This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within **Student Health Services** and **Counseling and Mental Health Services** are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

### ► DEFINITIONS

#### Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

#### Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

#### Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, visit [publicsafety.uconn.edu/police](https://publicsafety.uconn.edu/police) or call the Clery Compliance office at 860.486.5610.

### WHAT to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including [titleix.uconn.edu](https://titleix.uconn.edu). *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at [titleix.uconn.edu](https://titleix.uconn.edu). Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- **Report the information to OIE**. *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

### What NOT to do

- **Do NOT** promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- **Do NOT** tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- **Do NOT** offer or attempt to investigate the information shared with you or mediate the situation between the people involved.

# Sidra

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# Sidra

## Trauma Informed Responses

- “It makes sense why you are finding it difficult to do your job given everything you have just shared with me.”
- “I’m sorry to learn that your colleagues have not been supportive. I’m humbled you felt comfortable enough to turn to me.”
- “I’m so sorry this has been happening to you, Sidra. As your supervisor, it is my responsibility to ensure your safety at work. I do need to let OIE know about the behavior you just described. OIE addresses concerns of discrimination and harassment. After I notify them you can expect to hear from someone who can explain available options. In the meantime, how else can I be helpful?”

## Non-Trauma Informed Responses

- “That’s too bad that Russell can’t take a hint, Sidra. He’s always struck me as a bit desperate.”
- “Are you sure Russell understood when you declined his invitation to go out? Maybe you should have clarified more?”
- “Who else saw Russell making gestures behind your back? I’d like to corroborate your story before making any rash decisions.”
- “I’ll speak to Russell immediately and make sure he understands that if he doesn’t stop this behavior I will have to report him to OIE.”

# Cultural Competence

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- Understanding survivors within their familial, social, community contexts, and life experiences
- Understanding that harm and discrimination rarely occur in a vacuum, and often gain meaning from intersecting social identities and cultural values

# Prevention

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## All Employees

- Treat colleagues with civility and respect
- Closely review Code of Conduct and *Policy Against Discrimination, Harassment, and Related Interpersonal Violence*
- Speak to your supervisor about climate concerns before they escalate

## Supervisors

- Model expectations within the Code of Conduct and *Policy*
- Articulate expectations to all staff on a regular basis as part of onboarding and ongoing personnel management
- Invite staff members to talk about their impressions of workplace culture and opportunities for climate enhancement
- Provide ongoing professional development

# Bystander Intervention

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- Disrupt the situation
- Gather support
- Confront the individual engaging in the problematic behavior
- Focus on the needs and experience of the person(s) impacted and ensure they receive the support they need

# Reporting & Resources

# What To Do If You Experience Sexual Harassment

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- 1. Seek support and resources.** Confidential or Exempt Employee resources are available and can be a good place to start.
- 2. Document the behavior as soon as it occurs,** including as many details as possible.
- 3. Only if you feel comfortable doing so, ask the person who is engaging in the behavior to stop.**
  - If you do not feel comfortable confronting the person engaging in the behavior directly, or if the behavior does not stop:
    - Consider filing a report with OIE
    - Consider talking with your supervisor or the supervisor of the person who is harassing you
    - Consider accessing campus support resources

# Resources

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## University Ombuds

**Exempt Resource**

Provides confidential and informal assistance with workplace concerns.

**University Compliance**

## Employee Assistance Program (EAP)

**Confidential Resource**

Provides confidential services for employees in the form of private assessment, brief counseling and/or referrals to assist with personal and/or work-related problems.

## Union Representatives

(where applicable)

Provides advocacy and assistance with questions and concerns related to employment.

**Department of Human Resources**

# Exempt Resources

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# 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.

# Consequences, Risks, and Remedies

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## **Disciplinary Action**

- Verbal Counseling
- Letter of Warning
- Suspension
- Termination

## **Civil and Criminal Penalties**

- Civil lawsuits
- Arrest and criminal proceedings

# External Reporting - State

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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

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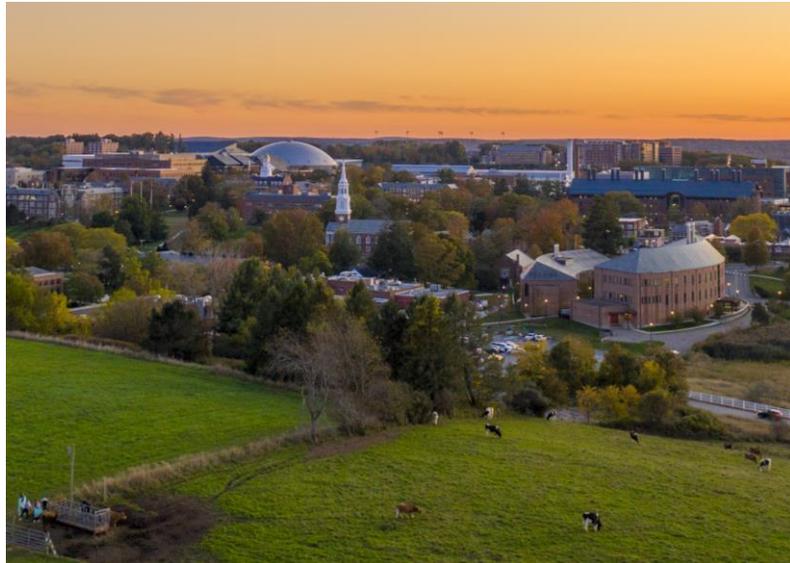
## Equal Employment Opportunity Commission (EEOC)

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

# Thank You



## **Storrs/Regionals**

Wood Hall

241 Glenbrook Road

Storrs, CT 06269

(860) 486-2943

## **Office of Institutional Equity**

[www.equity.uconn.edu](http://www.equity.uconn.edu)

equity@uconn.edu



## **UConn Health**

Munson Road Building

16 Munson Road

Farmington, CT 06030

(860) 679-3563