

Harassment: A Guide for Faculty

If you feel that you are being harassed because of your race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity & expression, disability, or any other category protected by law, this card will guide you to the resources available to help you resolve the issue.

What is harassment?

Harassment is any conduct directed toward an individual or group based on one of the protected traits that creates an intimidating, offensive, or hostile environment and is sufficiently severe or pervasive to alter an individual's employment conditions or participation in a university activity. University policy also prohibits retaliation against anyone who files a complaint, is accused of harassment, or assists in an investigation of harassment.

What behaviors constitute harassment?

Harassment takes many forms, from inappropriate comments to the display of offensive material. A harasser can be a colleague, a supervisor, or a total stranger, and the behavior can be subtle or overt. If you feel demeaned because of someone else's behavior, you may well be the target of harassment.



What if someone is offended by the way I covered controversial topics in class? Rutgers supports your academic freedom. If your material is germane to the subject matter being taught and your goal is to teach, not to intimidate, then you should have no concern about tackling controversial subjects, even in dramatic ways.

What should I do if I suspect I'm being harassed? Take careful notes of any harassing behavior so that you can remember exactly what happened, when, and who else was there. If you feel safe to do so, tell the harasser that you find the behavior disturbing. Sometimes people are not aware their behavior is offensive. Call the Office of Employment Equity and make an appointment to speak with someone about your situation.

What options does the university process provide? With guidance from the Office of Employment Equity, you may choose to handle the problem **informally**, or to pursue a **formal** charge. A formal charge can result in a full investigation.

Is the complaint process confidential? Only those who have a need to know will be told about your complaint. If the issue is resolved informally, identifying information may be kept confidential. However, if you file a formal complaint the accused person will be given an opportunity to respond to the complaint before action is taken.

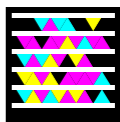
Where can I get more information?

Office of Employment Equity: <http://uhr.rutgers.edu/equity>

Policy Prohibiting Discrimination and Harassment: <http://policies.rutgers.edu/PDF/Section60/60.1.12-current.pdf>

Preventing Sexual Harassment (online training program) <http://uhr.rutgers.edu/psh>

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