

**SEXUAL HARASSMENT &
SEXUAL VIOLENCE:
ISSUES FOR CHAIRS**

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HDAPP

HARASSMENT & DISCRIMINATION ASSISTANCE AND PREVENTION PROGRAM

■ HDAPP

- Complaints of all forms of **discrimination and harassment**
 - Sexual harassment
 - Sexual violence
 - Harassment
 - Discrimination
 - Hate/bias
- hdapp.ucdavis.edu



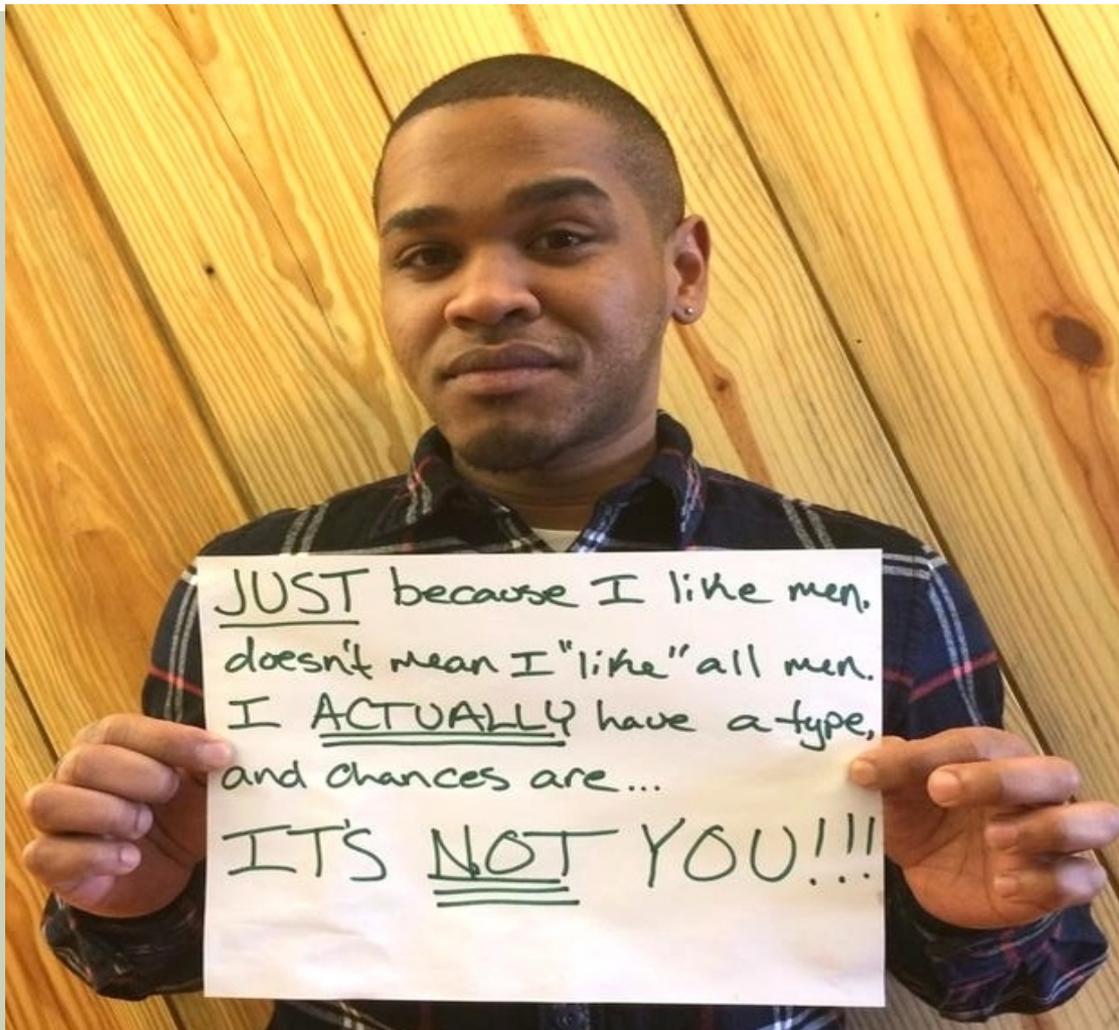
MICROAGGRESSIONS & IMPLICIT BIAS

- Brief and everyday slights, insults, or indignities about race, gender, sexual orientation
- Outside the level of conscious awareness of perpetrators
 - verbally
 - nonverbally
 - environmentally
- Comments/actions usually done by well-intentioned people

- Check out the following photo project . . .

*Based on the research of Derald Wing Sue, PhD, Columbia University

MICROAGGRESSIONS—EVERY DAY EXAMPLES



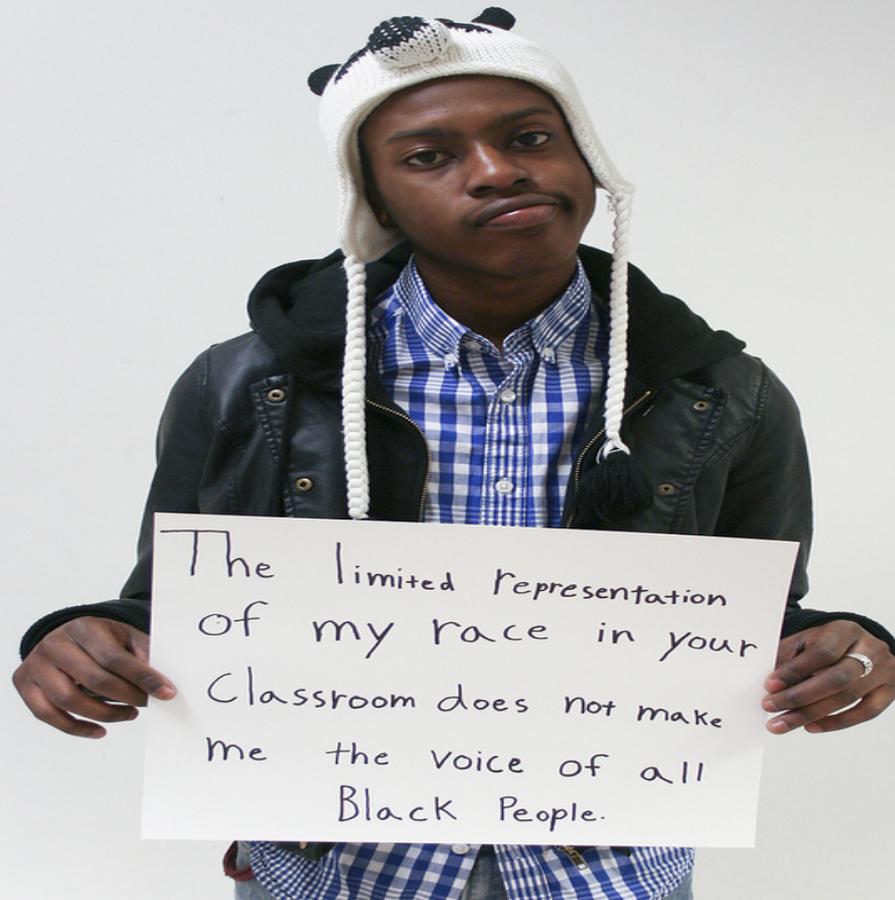
MICROAGGRESSIONS—EVERY DAY EXAMPLES



MICROAGGRESSIONS—EVERY DAY EXAMPLES



MICROAGGRESSIONS—EVERY DAY EXAMPLES



The limited representation
of my race in your
Classroom does not make
me the voice of all
Black People.

WAYS TO REPORT HATE/BIAS INCIDENTS

- Online: <http://reportheateandbias.ucdavis.edu>
- In-person: HDAPP and other campus units
- Phone: 752-9255 (office)
752-2255 (anonymous call line)
- Email: hdapp@ucdavis.edu

WHAT YOU ALREADY KNOW ABOUT SEXUAL HARASSMENT/VIOLENCE

- **Definition of sexual harassment**
 - Unwelcome conduct of a sexual nature
 - Negatively interferes with the learning or work environment
- **UCD Policy on Sexual Harassment & Sexual Violence**
 - PPM 400-20 (replaced 380-12)
 - Now includes sexual assault, domestic/dating violence, stalking
- **What to do when you receive a report of any of these**
 - Call HDAPP or Academic Affairs!

A FACULTY MEMBER TELLS YOU THAT...

... some students told them about a situation at a grad student party over the weekend. Apparently, a new faculty member decided to attend the party, and was observed drinking heavily and flirting heavily with a student in the program. That student is very embarrassed, and feels they may have contributed to the situation. The other students think the faculty member was way out of line, and they are worried about how this will affect them in the future.

DON'T MAKE PROMISES YOU CAN'T KEEP

**Maintain confidentiality,
not silence**

A STUDENT TELLS YOU THAT...

...they saw one of your grad students in the TA office today with a black eye and a lot of bruises. The reporting student says they're worried that your student is being beaten up by their partner. The partner is also a grad student, but in another department.

A COLLEAGUE TELLS YOU THAT...

....they've fallen in love with a postdoc in the lab and they are planning to move in together. The colleague wants to be sure they're not violating any policies, and asks for your guidance.

APM-015: CONSENSUAL RELATIONSHIPS

- “Types of Unacceptable Conduct” (paraphrased and not inclusive)
 - Entering into a romantic or sexual relationship with any student* for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory)
 - Exercising academic responsibility (instructional, evaluative, or supervisory) for any student* with whom a faculty member has a romantic or sexual relationship.

*Student can also mean postdoc, resident, trainee, etc.

A COLLEAGUE TELLS YOU THAT...

....they've fallen in love with a postdoc in the lab and they are probably going to move in together. The colleague wants to be sure they're not violating any policies, and asks for your guidance.

HOW DOES A CHAIR PREVENT SEXUAL HARASSMENT?

Be proactive

- Clarify your expectations regarding conduct
- Sponsor formal educational opportunities
- Conduct informal education: meetings, news
- Publicize resources
- Be a role model – actions speak louder than words

Be reflective

- How easy is it in our department for people to talk to each other about unwanted conduct?
- What could we do differently to make it easier?

BACK TO THE ISSUE OF “CLIMATE”

While waiting for folks to arrive for a department meeting, someone tells a joke that you know is not appropriate in the workplace. No one seems offended, and several people laugh.

RESOURCES ARE STANDING BY!

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