Your Role in Preventing Harassment and Supporting Students & Colleagues

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Objectives

- Define discriminatory harassment (including sexual harassment)
- Review applicable laws and Rutgers’ policies
- Understanding your obligations as a Rutgers’ employee for reporting
- Resources, ways to support students and fellow staff
Laws

Rutgers is subject to federal and state laws in this arena including:

• Title IX
• Title VII
• Clery Act
• Violence Against Women Act
• New Jersey State Law
Rutgers recognizes the human dignity of each member of the Rutgers community and believes that each member has a responsibility to promote respect and dignity for others.

Discrimination on any of these categories is prohibited.

- Sex/Gender
- Race
- Disability
- Domestic partnership/civil union status
- Atypical hereditary cellular or blood trait
- Color
- Ancestry
- Age
- Sexual orientation
- Marital/veteran status
- Gender identity and expression
- Religion
- National origin
Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking and other Related Misconduct

• Covers misconduct committed by a current Rutgers University student
• Articulates an affirmative definition of consent
• Defines all violations and procedures
Prohibited Behaviors

Sexual or Gender-based Harassment
Sexual Assault or Unwelcome Sexual Contact
Sexual Intimidation
Sexual Exploitation
Relationship Violence
Stalking
Retaliation
Important Points: Sexual Harassment

Any member of the RU community can feel harassment – it can come from many sources:

- a supervisor(s),
- an agent of the university,
- a supervisor in another area,
- a co-worker, a student
- a patient
- or a non-employee.
Important Points: Sexual Harassment

• Report to someone: supervisor, unit head, Office of Employment Equity, Title IX
• Connect resources: Violence Prevention and Victim Assistance

• Offensive behavior is in the eye of the beholder.
• Clarification of cultural norms and practices early on may prevent later claims of sexual harassment.
• Openness and consideration of how our behavior may make others feel is paramount to keeping a respectful, safe climate for all of us.
Consensual sexual activity requires **clear** and **unambiguous** communication and **mutual agreement** for the act in which the participants are involved. Consent will be assessed objectively from the standpoint of a reasonable person.
Supervisor – Supervisee & Faculty – Resident/Fellow Student Relationships

Sexual relationships that occur in the context of employment supervision or evaluation present special problems.

- sexual relationships between individuals where there is an imbalance of power (in educational or career opportunities) are discouraged.

- "voluntary" participation in a sexual relationship does not demonstrate that the conduct was welcome and that consent was given.
Supervisor – Supervisee and Faculty – Resident/Fellow Student Relationships

- Employees in romantic relationships must recuse themselves from decisions that may have an impact on the individual with whom they are involved.

- Any individual who engages in a personal relationship with someone over whom they has supervisory or educational responsibility must inform their supervisor of the relationship.
What is my role as an Employee?

- **Support** resident, fellows, and students and help them understand what resources are available.

- **Report** incidents of sexual harassment, sexual violence, relationship violence and stalking to the Title IX Coordinator or to the Office of Employment Equity (OEE).
Culture & Impact

• 2018 report finds that 20-50% of women students and >50% of women faculty/staff experience sexually harassing behavior in academia.

• Studies show SH undermines professional & educational attainment; mental & physical health.
What you can say

I’m here for you.

Thank you for sharing this with me. Before we go further...

This wasn’t your fault.

Let’s talk about things you can do. Have you heard of VPVA?

I trust your decisions. I want you to know this matters.

I’m glad to see you.
They asked me not to tell anyone. What should I do?

➢ Refer the individual to a confidential resource.

➢ Promise privacy, if not confidentiality.

➢ The Title IX Coordinator or OEE will follow up.
Be A Part of the Safe Culture

• If the space allows, call it out

• Address the behavior later; show concern
  • “Were you aware of how that came off in the moment?”

• Disrupt the situation; create a distraction

• Involve those around you

• Talk to the person who experienced it
What is a confidential resource?

VPVA can provide all available options and support the student in making an informed decision, while ensuring the student has a safe and confidential space to talk.

Call VPVA at 973-972-4636 or contact the Confidential Counselor at kerry.camerer@rutgers.edu
Confidential Resources

On-campus:
- RBHS Office for Violence Prevention & Victim Assistance (VPVA)
  - oasa.rbhs.rutgers.edu/vpva
  - 973-972-4636
- Resident Wellness & Excellence Center
  - UBHC
- Student Wellness Office
- Employee Assistance Program

Off-campus:
- Local off-campus sexual violence programs
- Middlesex County Center for Empowerment
- SAVE of Essex County
- Licensed mental health professionals
- Clergy
How (else) can you help?

- Put VPVA/Title IX information in residency manual, course syllabus, onboarding materials
- Add VPVA resources in presentations
- Encourage students/residents/staff to attend VPVA events
- Invite VPVA for discussions & presentations
- Reach out to collaborate with us
Where to Report

**Susan Hamilton**
Title IX Coordinator - RBHS
susan.hamilton@rutgers.edu
973-972-9794

**Judy Ryan**
Title IX Coordinator (University-wide)
Office of Enterprise Risk Management, Ethics and Compliance
judy.ryan@rutgers.edu
732-235-5304

**Lisa Grosskreutz**
Title IX Coordinator for Employees
Office of Employment Equity
lisa.grosskreutz@rutgers.edu
848-932-3980

**Rutgers Human Resources**
Office of Employment Equity
848-932-3020
Additional Title IX Resources

• WeRHere University Wide Sexual Violence Response
  Werhere.rutgers.edu

• RBHS Violence Prevention & Victim Assistance
  oasa.rbhs.rutgers.edu/vpva

• U.S. Department of Education, Office for Civil Rights (OCR)
  www2.ed.gov/about/offices/list/ocr/index.html

• Center for Changing our Campus Culture
  http://changingourcampus.org/