



RUTGERS

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

Employee Policy Prohibiting Discrimination and Harassment (Employees/Fellows/Residents)

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



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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.**

Consent

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 have 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.



Sexual Harassment of Women:
Climate, Culture, and Consequences in
Academic Sciences, Engineering, and Medicine
<https://www.nationalacademies.org/sexualharassment>

The National Academies of
**SCIENCES
ENGINEERING
MEDICINE**

What you can say

I'm here for you.

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

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

This wasn't your fault.

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

I'm glad to see you.



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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.

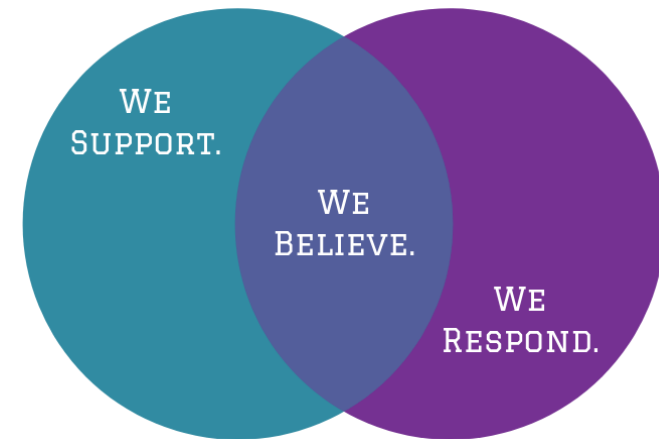
Be A Part of the Safe Culture

- 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



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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/>