

# **DISCRIMINATORY HARASSMENT**

## ***WHAT EVERY UNH EMPLOYEE NEEDS TO KNOW***

UNH is committed to equal employment opportunity for all qualified persons.

You are entitled to be free from discrimination or harassment by ANYONE — fellow employee, student, or third party. UNH has processes for handling complaints resulting from discrimination or harassment.

*All members of the UNH community will be responsible for maintaining a University environment that is free of discrimination and harassment. Therefore, no member of UNH may engage in discriminatory or harassing behavior within the jurisdiction of the University that unjustly interferes with any individual's required tasks, career opportunities, learning, or participation in University life.*

## ***THE UNH COMMUNITY DOES NOT ACCEPT DISCRIMINATION OR HARASSMENT BASED ON ...***

- ▶ *AGE*
- ▶ *COLOR*
- ▶ *DISABILITY*
- ▶ *GENDER IDENTITY OR EXPRESSION*
- ▶ *MARITAL STATUS*
- ▶ *NATIONAL ORIGIN*
- ▶ *RACE*
- ▶ *SEX*
- ▶ *RELIGION*
- ▶ *SEXUAL ORIENTATION*
- ▶ *VETERAN STATUS*

## **WHAT ARE DISCRIMINATION AND DISCRIMINATORY HARASSMENT?**

**Discrimination** is an action that denies a member of the University community the benefits or entitlements of University life due to his or her protected class status. **Harassment** is words or behaviors such as: unwelcome sexual advances, graffiti, jokes, pranks, slurs, insults, threats, remarks, interference with work or academic life, vandalism, or physical assault.

- ❖ **Discrimination and Discriminatory Harassment are ILLEGAL**
  - ❖ They interfere with your employment opportunities
  - ❖ They create an intimidating environment
  - ❖ They can involve a situation where tolerating harassment is a condition for continued employment

## ***SOME EXAMPLES OF HARASSMENT***

- ❖ **Sending unwelcome, sexually explicit e-mail messages**
- ❖ **Taunting a person about his or her sexual orientation, disability or religion**
- ❖ **Hanging a noose in an African-American person's workspace**
  - ❖ **Painting a swastika on the workspace of a Jewish person**
  - ❖ **Making unwelcome sexual propositions**
    - ❖ **Repeatedly telling derogatory gender-based jokes**
      - ❖ **Giving unwelcome hugs or repeatedly brushing another's body**
      - ❖ **Racial or Ethnic slurs**
        - ❖ **Mimicking the manner of speech or movement of an individual with a disability**

The Discrimination and Discriminatory Harassment Policy\*\*, available from the Affirmative Action and Equity Office, tells you how to file a complaint. There is also a policy against retaliation to protect you. The University's Discrimination and Discriminatory Harassment Policy is also available on-line at <http://www.unh.edu/affirmativeaction/>.

***YOU DO NOT HAVE TO HANDLE THIS ON YOUR OWN***  
***YOU DO NOT HAVE TO CONFRONT YOUR HARASSER***  
***DON'T IGNORE A PROBLEM***

**Seek Help From Any Of These UNH Sources**

- ✓ Affirmative Action and Equity Office (862-2930 V/TTY) (any discrimination or harassment, including sexual or disability harassment)
- ✓ Human Resources (862-0501, V/TTY 862-3227)
- ✓ Sexual Harassment And Rape Prevention Program (SHARPP) (862-3494)
- ✓ Employee Assistance Program (EAP) (800-424-1749)
- ✓ Office of International Students and Scholars (862-3491)
- ✓ UNH Police (862-1427; 862-1425 V/TTY)
- ✓ President's Commission on the Status of Women (862-1058)
- ✓ President's Commission on the Status of People of Color (862-1058)
- ✓ President's Commission on Gay, Lesbian, Bisexual, Transgender Issues (862-1058)
- ✓ Anyone you trust, such as your supervisor or a co-worker you think may be helpful
- ✓ A friend, chaplain, counselor, or security officer

**Reach Us:**

**Affirmative Action and Equity Office**  
**Thompson Hall 305**  
**105 Main Street**  
**Durham, NH 03824**  
**603-862-2930 (V/TTY)**  
**603-862-2936 (Fax)**

**Email:** [affirmaction.equity@unh.edu](mailto:affirmaction.equity@unh.edu)  
**Online Reporting:**  
<http://www.unh.edu/affirmativeaction>  
<http://reportit.unh.edu>

**Other Agencies:**

- \* U.S. Equal Employment Opportunity Commission: <http://www.eeoc.gov/> (1-800-669-4000, TTY: 1-800-669-6820)
- \* Office for Civil Rights <http://www.ocr.gov/> (617-289-0111)
- \* New Hampshire Commission on Human Rights: <http://www.nh.gov/hrc/> (603- 271-2767)

\*\*Available in alternate format. Please contact the Affirmative Action and Equity Office.

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