

# DISCRIMINATORY HARASSMENT

## *WHAT EVERY UNH STUDENT NEEDS TO KNOW*

UNH is committed to equal educational opportunity for all qualified persons. You are entitled to be free from discrimination or harassment by ANYONE — fellow student, faculty member, or staff member. UNH has processes for handling complaints resulting from discrimination or harassment.

### ***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 their 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 learning opportunities
  - ❖ They create an intimidating environment

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

- ❖ **Sending unwelcome, sexually explicit e-mail messages**
  - ❖ **Taunting a student about his or her sexual orientation, disability or religion**
    - ❖ **Hanging a noose in a African-American student's doorway**
      - ❖ **Painting a swastika on the door of a Jewish student**
      - ❖ **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**

***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)
- ✓ Peer counselors, mentors, mediators
- ✓ A resident assistant or resident hall director
- ✓ A helpful faculty or staff member
- ✓ Your academic advisor or program director
- ✓ Sexual Harassment And Rape Prevention Program (SHARPP) (862-3494)
- ✓ Disability Services for Students (862-2607 V/TTY [Voice/Text Telephone])
- ✓ Office of Multicultural Student Affairs (862-2050) (OMSA)
- ✓ Office of International Students and Scholars (862-1288)
- ✓ 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 or an office you think may be helpful
- ✓ A friend, chaplain, counselor, or security officer
- ✓ UNH Police (862-1427; 862-1425 V/TTY)
- ✓ Your athletic coach or assistant coach

### **To File A Complaint:**

#### **Against a Student:**

Contact the Affirmative Action and Equity Office: (862-2930 V/TTY, [affirmaction.equity@unh.edu](mailto:affirmaction.equity@unh.edu))

See *Students Rights, Rules and Responsibilities*: <http://www.unh.edu/student/rights/>

Submit a complaint at <http://reportit.unh.edu>

#### **Against a Faculty/Staff member:**

Contact the Affirmative Action and Equity Office: (862-2930 V/TTY, [affirmaction.equity@unh.edu](mailto:affirmaction.equity@unh.edu))

Submit a complaint at <http://reportit.unh.edu>

**The University's complete Discrimination and Discriminatory Harassment Policy is available online at:** <http://www.unh.edu/affirmativeaction/> \*\* (Click on Policies and Procedures)

### **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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