GUIDE TO HANDLING DISCRIMINATION AND HARASSMENT

University Policies

Michigan Technological University is committed to providing an environment where students, faculty, and staff can live, learn, and work while being treated with respect. There are a number of statements and policies that prohibit discrimination and harassment at Michigan Tech, and the University takes violations of these policies very seriously:

- **Equal Opportunity/Employment Policy**

- **Prohibition of Discrimination and Harassment Policy**

- **Sex Discrimination/Sexual Harassment Policy**

- **Student Code of Community Conduct**
  [http://www.mtu.edu/dean/conduct/policy/pdfs/CCC.pdf](http://www.mtu.edu/dean/conduct/policy/pdfs/CCC.pdf) (see page 5)

- **Title IX of the Educational Amendments of 1972**
  [http://www.mtu.edu/equity/need-know/title-ix/](http://www.mtu.edu/equity/need-know/title-ix/)

If you observe or experience behavior that you perceive to be discrimination or harassment, it is important to report it to a faculty or staff member.

Understanding Discrimination and Harassment


Harassment can occur in many forms:

1. **Quid pro quo harassment** occurs when submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.

2. **Hostile environment harassment**: A hostile environment is defined as an environment on campus that, through harassing conduct (e.g., physical, verbal, graphic or written) based on a person's protected status (e.g., sexual orientation, age, etc.), becomes sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from a university program or activity.

3. **Direct harassment** includes language (written or spoken), visuals, or physical contact addressed or directed toward a particular student that becomes sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from a university program or activity.

4. **Indirect harassment** includes actions that become sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from a university program or activity that occur in a student's environment that are not targeted toward the student; examples may include comments, signs, notes, visuals, or behaviors in a classroom, in a residence hall, or at a student's campus job.
It is important to appreciate that harassment is based on perception rather than intent. An alleged offender may perceive their behavior to be harmless, but their behavior may be perceived as harassment by others.

It is also important to appreciate that not all harassment is actionable. While a comment or action may be considered offensive or harassing to an individual, in order to be considered discriminatory harassment—and therefore a policy violation—the harassment must be severe, pervasive and objectively offensive.

If you encounter behavior that you perceive to be harassment, you should always report it to a faculty or staff member. In cases where the behavior is not actionable, faculty or staff members can still help you resolve the situation through a variety of methods including facilitated dialogue or mediation.

Reporting Channels (http://www.mtu.edu/equity/need-know/complaint-procedures/)

If you encounter behavior that you perceive to be harassment (even if the behavior does not target you specifically), you have several options:

1. If you feel comfortable doing so, you may address the behavior with the other person. Explaining why the behavior offends you may allow the other person to realize the consequences of their actions and may prevent them from behaving in the same way in the future.

2. If you do not feel comfortable addressing the behavior with the other person—or if you attempt to do so and you are unable to resolve the situation—you may report the behavior to any faculty or staff member.

3. While you may go to any faculty or staff member to report harassment, it is ideal to resolve these situations at the most local level; therefore, if you feel comfortable doing so, you should try to resolve the situation via the most appropriate reporting channel based on the context in which the behavior occurred:
   a. If the other person is a faculty or staff member or a graduate assistant, then the most appropriate channel for addressing the situation would be through their direct supervisor.
   b. If the other person is a student and the behavior occurred in a classroom, then the most appropriate channel for addressing the situation would be through your professor.
   c. If the other person is a student and the behavior occurred in a residence hall, then the most appropriate channel for addressing the situation would be through the Residence Life Coordinator for that hall.
   d. If the other person is a student and the behavior occurred in the context of your on-campus job, then the most appropriate channel for addressing the situation would be through your direct supervisor.
   e. If the other person is a student and the behavior occurred in an “unsupervised” area of campus (such as in the MUB, in a dining hall, or while walking across campus), then the most appropriate channel for addressing the situation would be through the Office of Academic & Community Conduct.

4. With many types of harassment—whether they are actionable or not—faculty or staff members often seek to resolve the situation informally through dialogue that is designed to help the alleged offender understand the implications of their actions.

5. If you wish to remain anonymous, your identity will be protected whenever possible. In many cases, the person you report the behavior to can pass along the information and/or
act as a complainant on your behalf by summarizing the incident while leaving your name out of it. You can also submit anonymous reports online at http://www.safeplace.mtu.edu/report.php.

6. If the source of the harassment is unknown (e.g., anonymous notes or emails), then the most appropriate channel for addressing the situation would be based on the context in which the harassment occurred: you can report anonymous harassment to your professor, your Residence Life Coordinator, your direct supervisor, the staff in the Dean of Students Office, Office of Academic & Community Conduct, Office of Institutional Equity, or Public Safety and Police Services.

7. It is important to report any behavior that you perceive to be harassment; Michigan Tech is committed to maintaining living, learning, and working environments where everyone on campus feels comfortable and is treated with respect. Do not be afraid to report harassment out of fear about how the alleged offender or any faculty or staff member might respond: Michigan Tech takes all reports of harassment seriously and prohibits retaliation against individuals who report harassment; any such retaliation will be dealt with swiftly and severely.

Title IX Reporting Channels (http://www.mtu.edu/equity/faq/title-ix/)

Title IX of the Education Amendments of 1972 is a Federal civil rights law that prohibits discrimination on the bases of sex in educational programs and activities that receive Federal funds. It states: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, dating violence, domestic violence, stalking, sexual assault, sexual battery, and sexual coercion.

To report Title IX compliance concerns, please contact one of the following:

For Faculty, Staff and Visitors:
Beth Lunde
Associate Director of Institutional Equity—Title IX Coordinator
Administration Bldg. Room 306
906-487-3310
titleix@mtu.edu

For Athletics:
Suzanne Sanregret
Director, Athletics & Recreation
Student Development Complex Room 239A
906-487-3070
srsanreg@mtu.edu

For Students:
Joe Cooper
Director, Student Activities
Student Activities (MUB) Room 112
906-487-1963
jjcooper@mtu.edu

Kristi Isaacson
Asst. Director, Graduate Enrollment Services
Administration Bldg. Room 402
906-487-3513
klisaac@mtu.edu
Important Contacts for Reporting Harassment

Office of Academic & Community Conduct
309A Admin Building
906-487-1964
deanofstudents@mtu.edu

Institutional Equity
Jill Hodges, Director
308 Admin Building
906-487-3310
jhodges@mtu.edu

Dean of Students Office
130 Admin Building
906-487-2212
deanofstudents@mtu.edu

Public Safety and Police Services
206 MacInnes Drive
906-487-2216

Kim Roberts, Residence Life Coordinator for McNair Hall
153 Wadsworth Hall
906-487-2682
kimr@mtu.edu

Jerone Lester, Residence Life Coordinator for Douglass Houghton Hall
153 Wadsworth Hall
906-487-2682
jlester@mtu.edu