

Brown's Policy on Sexual and Gender-Based Harassment

Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise, when one or more of the following conditions are present:

- (i) Submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a Brown University program or activity (*quid pro quo*); and/or
- (ii) Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual (*quid pro quo*); and/or
- (iii) Such conduct has the purpose or effect of unreasonably interfering with an individual's learning, working, or living environment; in other words, it is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, or offensive learning, working, or living environment under both an objective and subjective standard (*hostile environment*).

Gender-Based Harassment includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, **even if the acts do not involve conduct of a sexual nature.**

Additional Resources and Information:

Brown has a 24-hour crisis hotline in the event that you need to speak to someone in an emergency.

Counseling and Psychological Services (CAPS) 401-863-3476

Clinicians provide confidential crisis support, follow-up appointments, and 24-hour on-call services for any Brown student dealing with sexual harassment. Located at J Walter Wilson, Room 516. **(Confidential).**

Chaplain's Office 401-863-2344

The Chaplains are available for personal counseling and support. Call to make an appointment. Located in J Walter Wilson, Room 410. **(Confidential).**

Sexual Assault Response Line 401-863-6000

Available through the CAPS on-call system. Confidential crisis support and information is available for any Brown student dealing with sexual assault. The on-call counselor is also available to accompany a victim to the hospital. **(Confidential).**

Brown Univ. Department of Public Safety 401-863-3322

You may also direct any complaints to the Department of Public Safety.

Training. Training on sexual and gender-based harassment as well as Brown's policies and resources are available to all Brown students, staff, and faculty. If you would like to set up a training for your department, lab, or other group, please contact Amanda Walsh, 401-863-2386, Amanda_Walsh@brown.edu.

Contact Us:

Brown University
Title IX Office, J. Walter Wilson, 3rd Floor
titleixoffice@brown.edu
brown.edu/titleixoffice

Sexual and Gender-Based Harassment Resource Guide for Graduate Students 2015-2016





Sexual and gender-based harassment seriously undermine the atmosphere of respect that is essential to a healthy training and research environment. As a graduate student, you are entitled to certain protections.

Graduate Students and Sexual Harassment

The demands and pressures of graduate school can make addressing sexual and gender-based harassment seem especially challenging for graduate students. Relationships formed during graduate study are vital to students' professional futures, and networks of expertise are often tight-knit. Professional ties are so important that students often fear that "rocking the boat" might negatively impact their future careers.

To address this concern, graduate students at Brown are not only protected by the sexual and gender-based harassment policy, but also by the University's prohibition on retaliation. Under Brown's policy, "retaliation includes maliciously and purposefully interfering with, threatening, or damaging the academic and/or professional career of another individual before, during or after the investigation and resolution of a report of Prohibited Conduct."

If you have experienced or witnessed an event that is making it difficult for you to continue your training, research, or teaching at Brown, there are a number of university resources to assist you in figuring out a course of action that will preserve your academic and professional goals.

Resources to help you understand your options:

These individuals can discuss the options available to you as a graduate student at Brown, and help you figure out what to do next.

SHARE Advocates, Sexual Assault Prevention and Advocacy, 401-863-2794, 3rd Floor of Health Services, **(Confidential)***.

Gail Cohee, Director of the Sarah Doyle Women's Center (SDWC), 401-863-2189, Gail_Cohee@brown.edu, 2nd Floor of SWDC, **(Not Confidential)**.

Ruthy Rosenberg, University Ombudsperson, ombuds@brown.edu, 401-863-6145, 3rd Floor of Hillel Building, **(Not Confidential)**.

*A select group of Brown employees have confidentiality. They *cannot* reveal identifiable information shared with them to anyone without permission from the individual or as required by law. You are encouraged to inquire about an individual's status to better understand what can remain between the two of you and what must be reported to the Title IX Office.

Title IX Resources to assist you in moving forward with a complaint:

*These individuals can both help you understand your options and work with you in making a complaint. Each individual is responsible for certain groups within the university, but all are equally equipped to assist you. It is your choice whom to contact. **These resources are not confidential.***

Amanda Walsh, University Title IX Program Officer, **responsible for all Title IX cases**, 401-863-2386, Amanda_Walsh@brown.edu, J. Walter Wilson, 3rd Floor.

Deputy Title IX Coordinators:

Liza Cariaga-Lo, Vice President for Academic Development, Diversity, and Inclusion, **responsible for faculty and post-doc cases**, 401-863-2216, Liza_Cariaga-Lo@brown.edu, University Hall Room 419.

Brian Walton, Associate Dean of Administration and Program Development, Graduate School, **responsible for graduate student cases**, 401-863-1802, Brian_Walton@brown.edu, Horace Mann.

Wendy J. McRae-Owoeye, Director of Staff Diversity and University EEO/AA Officer, **responsible for staff cases**, 401-863-3175, Wendy_McRae-Owoeye@brown.edu, Brown Office Building, 3rd Floor.