Defining Sexual Harassment

Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex, and occurs when such behavior constitutes unwelcome sexual advances, request for sexual favors, and other unwelcome verbal or physical behavior of a sexual nature where:

a. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's education or employment.

b. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting the individual's welfare; or

c. Such conduct has the purpose or effect of substantially interfering with an individual's welfare, academic or work performance, or creates an intimidating, hostile, offensive education or work environment.

Sexual harassment is discriminatory, unlawful and will not be tolerated at Brown University.

Brown University policy prohibits taking any retaliatory action for reporting or inquiring about alleged improper or wrongful activity and will review all complaints of retaliation.

Brown University Sexual Harassment Policy (2013)

Additional Resources and Information:

Sexual Assault Response Line
401-863-6000
Brown has a 24-hour crisis hotline in the event that you need to speak to someone in an emergency.

Psychological Services
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 Bldg. Room 516, 69 Brown Street.

Brown Univ. Department of Public Safety
401-863-3322
You may also direct any complaints to the Department of Public Safety.

RI Commission for Human Rights
401-222-2661
Investigates charges of sexual harassment and other forms of discrimination.

Sexual Assault Information and Resources Network
This network is comprised of graduate students, faculty and staff that have received training on Brown’s resources and reporting procedures. Members of the network are available to talk through your options after experiencing harassment or assault. This includes identifying potential systems of support both internal and external to Brown, as well as outlining the details and potential outcomes of reporting an incident to appropriate university officials. Contact Gail_Cohee@brown.edu for more information.

Discussion/Training. Facilitated discussions and trainings are available in situations where the concerns may be related to a generally hostile or unsafe environment in your department or lab. You may wish to discuss the option of doing a training presentation with your department with Bita Shooshani at Bita@brown.edu.
Sexual Harassment in Graduate School

As graduate students, many aspects of our lives overlap. Our fellow students are also our friends and co-workers, and we spend a lot of time working together as teaching assistants, lab technicians, researchers and writers. We may also spend a lot of time together socially. These close relationships can make dealing with sexual harassment, assault and other behavior that make for an uncomfortable and hostile work environment especially hard to address. We may even struggle to identify which experiences or comments constitute sexual harassment, despite the fact that they make us feel uneasy or unsafe.

Brown University takes very seriously any reports of sexual harassment, assault and/or discrimination. Furthermore, the university takes the position that harassment need not be intentional to be found in violation of the policy. If you find that you have experienced or witnessed an event, there are a number of university resources and individuals who can assist you in figuring out the course of action that will work best for you. Do not hesitate to contact any of these individuals.

Resources to help you understand your options:

These individuals can help you consider possible next steps. If you speak with any of the following people, you do not have to pursue any specific course of action, and no action will be taken unless it is something you choose to do.

- **Bita Shoshani**, Coordinator of Sexual Assault Prevention and Advocacy, 401-863-2794, Bita@brown.edu, 3rd floor Health Services, 13 Brown Street.
- **Gail Cohee**, Director of Sarah Doyle Women’s Center, 401-863-2189, Gail_Cohee@brown.edu, 2nd floor Sarah Doyle Women’s Center, 26 Benevolent Street.
- **Sara Matthiesen**, Graduate Student Programmer for Sarah Doyle Women’s Center, 401-863-2189, Sara_Matthiesen@brown.edu, 2nd Floor Sarah Doyle Women’s Center, 26 Benevolent Street.
- **Timothy Shiner**, Director of Stephen Robert ’62 Campus Center and Student Activities, 401-863-2341, Timothy_Shiner@brown.edu, Stephen Robert ’62 Campus Center, 75 Waterman Street.
- **Kisa Takesue**, Director of Leadership Programs, Continuing Education, 401-863-7756, Kisa_Takesue@brown.edu, 200 Dyer Street.

Resources to assist you in moving forward with the complaint process:

These individuals can also help you understand your options, but their primary role is to work with you in making a formal complaint.

- **J. Allen Ward**, Dean of the Office of Student Life (responsible for cases involving students), 401-863-3175, Jonah_Ward@brown.edu, Graduate Center E, 4th Floor, 42 Charlesfield Street. The Office of Student Life can also assist with academic accommodations, housing situations/options, no-contact orders, and security planning, in collaboration with relevant offices.
- **Wendy McRae-Owoeye**, Director of Staff Diversity and EEO/AA Officer (responsible for cases involving staff), 401-863-3175, Wendy_McRae-Owoeye@brown.edu, Brown Office Building, 3rd Floor, 164 Angell Street.
- **Liza Cariaga-Lo**, Associate Provost for Academic Development and Diversity (responsible for cases involving faculty and post-docs), 401-863-2216, Liza_Cariaga-Lo@brown.edu, University Hall Room 419, 4th floor, 1-20 Prospect Street.

Contact Us:

Brown University
Office of Institutional Diversity
University Hall 419
Box 1862, Providence RI 02912
Ph: 401-863-2216
Email: Institutional_Diversity@brown.edu
Website: http://www.brown.edu/about/administration/institutional-diversity/