SEXUAL HARASSMENT & SEXUAL VIOLENCE: ISSUES FOR CHAIRS

Lisa Brodkey

HDAPP
HARASSMENT & DISCRIMINATION ASSISTANCE AND PREVENTION PROGRAM

HDAPP

- Complaints of all forms of discrimination and harassment
  - Sexual harassment
  - Sexual violence
  - Harassment
  - Discrimination
  - Hate/bias

hdapp.ucdavis.edu
Brief and everyday slights, insults, or indignities about race, gender, sexual orientation

Outside the level of conscious awareness of perpetrators

- verbally
- nonverbally
- environmentally

Comments/actions usually done by well-intentioned people

Check out the following photo project . . .

*Based on the research of Derald Wing Sue, PhD, Columbia University
JUST because I like men, doesn't mean I "like" all men. I ACTUALLY have a type, and chances are... IT'S NOT YOU!!!
MICROAGGRESSIONS—EVERY DAY EXAMPLES

“You don’t speak Spanish?”
“No, where are you really from?”
The limited representation of my race in your classroom does not make me the voice of all Black People.
WAYS TO REPORT HATE/BIAS INCIDENTS

- Online:  http://reportthatemeanbias.ucdavis.edu

- In-person: HDAPP and other campus units

- Phone:  752-9255 (office)
  752-2255 (anonymous call line)

- Email:  hdapp@ucdavis.edu
WHAT YOU ALREADY KNOW ABOUT SEXUAL HARASSMENT/VIOLENCE

- Definition of sexual harassment
  - Unwelcome conduct of a sexual nature
  - Negatively interferes with the learning or work environment

- UCD Policy on Sexual Harassment & Sexual Violence
  - PPM 400-20 (replaced 380-12)
  - Now includes sexual assault, domestic/dating violence, stalking

- What to do when you receive a report of any of these
  - Call HDAPP or Academic Affairs!
... some students told them about a situation at a grad student party over the weekend. Apparently, a new faculty member decided to attend the party, and was observed drinking heavily and flirting heavily with a student in the program. That student is very embarrassed, and feels they may have contributed to the situation. The other students think the faculty member was way out of line, and they are worried about how this will affect them in the future.
DON’T MAKE PROMISES YOU CAN’T KEEP

Maintain confidentiality,
not silence
...they saw one of your grad students in the TA office today with a black eye and a lot of bruises. The reporting student says they’re worried that your student is being beaten up by their partner. The partner is also a grad student, but in another department.
they’ve fallen in love with a postdoc in the lab and they are planning to move in together. The colleague wants to be sure they’re not violating any policies, and asks for your guidance.
“Types of Unacceptable Conduct” (paraphrased and not inclusive)

- Entering into a romantic or sexual relationship with any student* for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory)

- Exercising academic responsibility (instructional, evaluative, or supervisory) for any student* with whom a faculty member has a romantic or sexual relationship.

*Student can also mean postdoc, resident, trainee, etc.
A COLLEAGUE TELLS YOU THAT...

...they’ve fallen in love with a postdoc in the lab and they are probably going to move in together. The colleague wants to be sure they’re not violating any policies, and asks for your guidance.
HOW DOES A CHAIR PREVENT SEXUAL HARASSMENT?

Be proactive

- Clarify your expectations regarding conduct
- Sponsor formal educational opportunities
- Conduct informal education: meetings, news
- Publicize resources
- Be a role model – actions speak louder than words

Be reflective

- How easy is it in our department for people to talk to each other about unwanted conduct?
- What could we do differently to make it easier?
While waiting for folks to arrive for a department meeting, someone tells a joke that you know is not appropriate in the workplace. No one seems offended, and several people laugh.

BACK TO THE ISSUE OF “CLIMATE”
RESOURCES ARE STANDING BY!

Lisa Brodkey
labrodkey@ucdavis.edu
752-9255
HDAPP website
http://hdapp.ucdavis.edu

Binnie Singh
binsingh@ucdavis.edu
752-5726
Academic Affairs website
https://academicaffairs.ucdavis.edu/