Combating Harassment at CU and in Geosciences
April 2018
Upcoming events

SafeZone Training: Morgan Seamont, Scarlet Bowen
CU Gender and Sexuality Center

April 30  RL-2 East Campus 11:30-1p
May 1    CIRES Main Fellows 10:30-12n
May 2    DSRC NOAA 9:30-11a
CIRES Culture Survey

• Launch mid-April
• CU Institutional Research/Office of Institutional Equity and Compliance
• Ask if you have questions
  — Susan.Sullivan@Colorado.edu
  — Committee members
    • Alessandro Franchin, Leslie Hartten, Hazel Bain, Hilary Peddicord, Sandy Starkweather, Gaby Petron
    • Mark Serreze, Lora Koenig, Jeffery Thompson
    • Christine Wiedinmyer, Nate Campbell, Aroob Abdelhamid, Jon Rush
    • Julie Volckens, Cathy Kerry (CU Institutional Equity)
Goals for this session

• Identify situations which violate policies or need other redress.
• Discuss resources in geosciences and across organizations.
• Talk through cases
• Resources across campus and in geosciences.
• University employees complete training requirement. Be sure you’ve signed in.
Some current geoscience initiatives

Geoethics over time
• SafeAGU and AGU Ethics Policy
• American Geosciences Institute Associated Societies statement
• NSF harassment reporting
• NOAA ODIAC committee/NOAA Civil Rights
• International Assn Promoting Geoethics
• Professional development workshop resource
Recognizing, Responding to & Reporting Sexual Misconduct, Discrimination & Harassment

Office of Institutional Equity and Compliance (OIEC)
Agenda

• Overview of OIEC
• University Policy
• Obligation to Report
• Case Studies and Discussion
• Q&A
Policies Addressed by OIEC

• Sexual Misconduct Policy
• Protected Class Discrimination and Harassment Policy
• Amorous Relationships Policy
Role of OIEC

• **Investigation**
  • Trauma informed team approach
  • Neutral fact finders

• **Remedial and Interim Measures**
  • Independent of investigation
  • Immediate and long-term measures to ensure safety and success

• **Education and Prevention**
  • Required policy training for faculty, staff and students
  • Bystander intervention and skill building education
# Protected Class

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<tr>
<th>Race</th>
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<tr>
<td>Color</td>
<td>Pregnancy</td>
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<td>National Origin</td>
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<td>Political Affiliation/Philosophy</td>
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What is Discrimination?

Occurs when an individual suffers an adverse consequence on the basis of a protected class.

Examples can include:

- Denial of admission to an academic program
- Not being funded for a project
- Not being hired or promoted for a job
What is Harassment?

Verbal, written, or physical conduct related to one’s protected class that:

• Unreasonably interferes with work or academic performance or,
• Creates an intimidating or hostile work, learning, or living environment
• Typically, one incident is *not* sufficient to be a policy violation
What is Sexual Misconduct?

- Non-consensual sexual contact
- Non-consensual sexual penetration
- Sexual Exploitation
- Sexual Harassment
- Intimate Partner Abuse
- Stalking
What is Retaliation?

Means any adverse action threatened or taken against a person because the person has filed, supported, or provided information in connection with a complaint of prohibited conduct, including but not limited to, direct and indirect intimidation, threats, and harassment.

An “adverse action” is one that would dissuade a reasonable person from reporting an allegation of misconduct or participating in an investigation of misconduct.
Obligation to Report

• Any responsible employee who witnesses or receives a written or oral complaint of discrimination, harassment, sexual misconduct, or related retaliation, must promptly report it to OIEC

• A responsible employee is any employee who has the authority to hire, fire, promote, discipline, grade, formally advise or direct faculty, staff, or students
Who is a “responsible employee”?

- Faculty and Instructors
- Athletic Trainers and Coaches
- Managers and Supervisors
- Graduate TA’s
- Resident Advisors (RA’s)
- Academic Advisors
What Happens When Someone Reports?

• OIEC will outreach to the Complainant
  • Offer confidential resources
  • Provide information about our process and options
  • Consider remedial and protective measures
• Complainant has the choice to proceed or not (with exceptions)
  • Consider “override” factors
  • Formal and informal resolution process
• No limitation on appointing authority’s ability to take immediate action
Case Studies

Policy Violations
Policy violation?

A white employee who frequently touches and comments about the hair of African American employees
Policy violation?

Someone drawing a swastika on the white/chalk board in a classroom or meeting room
Policy violation?

A supervisor who yells at staff members
Policy violation?

A supervisor telling an employee that he is going to need to work harder to prove himself because of his race
Policy violation?

A supervisor suggests to an employee that they join them for dinner to discuss a possible promotion.
Policy violation?

Flirting with someone who has said that they enjoy it
Policy violation?

A supervisor commenting that “women tend to not be good with tools” when showing a female employee how to maintain analytical equipment
Case Studies
Obligation to Report
How to Respond?

Gina is a graduate student at CIRES, ready to graduate and look for her next position. While attending the American Geophysical Union conference, a senior scientist in her field repeatedly asks her to dinner, saying that he would like to discuss the postdoctoral opportunities in his lab. He turns down her suggestion that they have coffee at the conference hall with others. She feels uncomfortable because he touches her every time he talks to her.
SafeAGU and AGU Code of Ethics

• SafeAGU-report to AGU staff wearing buttons
• Informal redress, protection or escalate to Ethics Committee.
• Disciplinary actions options are many
• Billy Williams  bwilliams@agu.org
How to Respond?

Rachel is a postdoctoral researcher, a CIRES employee who works in a NOAA location. She likes the work but finds that her Science Advisor deflects her attempts to work on the most interesting aspects of projects, and will not approve her request to participate in an upcoming field campaign. She isn’t sure why she is not getting more traction because other postdoctoral researchers hired for the same project who asked at the same time were given the go-ahead.
How to Respond?

Sam believes that he is being discriminated against in his department. Sam trusts Charles, who is a supervisor in another unit so he talks to him about the situation, but Sam explicitly asks Charles to not talk to anyone about his situation.
Why Reporting Matters?

• Ensure that the person subjected to the behavior is safe and receives support and resources
• Understand the nature and scope of the concerns and take steps to stop concerning behaviors
• Ensure health and safety of the campus community
• Implement remedial and protective measures
• Identify trends and patterns of problems
What to Report

• Any incident that could be a potential policy violation
• Even when the individual disclosing wishes to maintain privacy
• Even when an incident is disclosed or occurs within a private or personal context or setting
• Even when a responsible employee does not oversee the individual who is adversely affected
• Regardless of when or where the incident occurred
How Do I Make a Report to OIEC?

Phone: 303-492-2127

Email: cureport@Colorado.edu

Web-Based Reporting Form: [www.colorado.edu/institutionalequity](http://www.colorado.edu/institutionalequity) ("Report an Incident" tab)
Campus Resources
Accessing Support
Campus Support Resources

Confidential Resources:
- Office of Victim Assistance (OVA)
- Counseling and Psychiatric Services (CAPS)
- Ombuds
- Faculty Ombuds
- Faculty and Staff Assistance Program (FSAP)
- Medical Providers (physicians and nurses)

Non-Confidential Resources:
- Title IX Coordinator
- Office of the ADA Coordinator
- Faculty Relations
- Employee Relations
- Disability Services
- Office of Student Conduct and Conflict Resolution & Students of Concern Team
- Behavioral Intervention Team
- CU Police Department
OVA

- **Free and confidential** support and advocacy
- Available to all campus members as well as those impacted by a member of the CU community
- Offers assistance following a traumatic incident
- Located in C4C room S440
- After-hours phone coverage
Ombuds

• A confidential, informal, impartial, and independent resource for faculty, staff and students

• Provide alternative dispute resolution, information, coaching, strategizing conflict resolution, facilitates shuttle diplomacy and mediation.

• **Does NOT** offer legal advice, psychological counseling, or overturn decisions (evaluative, disciplinary, tenure, etc.)
Office of Institutional Equity and Compliance

Website:  www.colorado.edu/institutionalequity

Phone:  303-492-2127

Email:  cureport@colorado.edu

Location:  3100 Marine Street
           Administrative and Research Center, Second Floor
           Boulder, CO 80309
Some geoscience resources

See handout
• SafeAGU and AGU Ethics Policy
• American Geosciences Institute Associated Society statement
• NSF harassment reporting
• NOAA ODIAC committee/NOAA Civil Rights Office
• International Assn Promoting Geoethics
• Professional development workshop resource
Questions?
Follow up

Evaluation link: https://tinyurl.com/CombatingHarassment

Resources on CIRES Diversity and Inclusion site.

- Stay connected: Sign up for Diversity and Inclusion newsletters and emails
- Contact me:
  - Susan Sullivan susan.sullivan@Colorado.edu
  - 303-492-5657
- Come see me:
  - NOAA Skaggs 3B508 Monday mornings
  - Ekeley W221 Main office