

What to do if sexual harassment occurs

If you or someone you know has been sexually harassed, don't keep it to yourself. Help is available. The following are lists of UMMS resources to contact when you have questions or concerns related to sexual harassment.

Contacts:

UMMS Staff/Faculty:

- Ø Your department chair, manager or supervisor
- Ø Director of Equal Opportunity Office
508-856-2179, S1-710

UMMS Students and Residents:

- Ø Title IX Officer
Deputy Title IX Officer
508-856-2179, S1-710

Campus Visitors:

- Ø Director of Equal Opportunity
508-856-2179, S1-710

Confidential Reporting:

- Ø Employee Assistance Program
800-322-5327
- Ø Student Counseling
508-856-3220
- Ø House Officer Counseling- Residents
508-334-2149
- Ø Pathways for Change
1-800-870-5905 (24 hours/ 7 days)
- Ø Daybreak Domestic Violence
508-755-3220 (24 hours/ 7 days)

Campus Safety:

Staffed 24 hours/ 7 days a week
University Campus: Ground level,
Visitor Parking Garage
508-856-3296 or 911 - Emergency

External Resources

If and when you need to request information outside the UMMS community, you may contact the following. (Note: All *external* claims must be filed first with MCAD.)

- Ø Daybreak Domestic Violence (YWCA)
508-755-3220 (24 hours/ 7 days)
- Ø Pathways for Change
1-800-870-5905 (24 hours/ 7 days)
- Ø Massachusetts Commission Against Discrimination (MCAD)
436 Dwight Street
Springfield, MA 01103
413-739-2145
- Ø Equal Employment Opportunity Commission (EEOC)
JFK Federal Building
Room 475, Government Center
Boston, MA 02203
617-565-3200
- Ø Students Only:
Office for Civil Rights (OCR)
JFK Federal Building
Room 1875, Government Center
Boston, MA 02203
617-565-1340 (voice)
617-565-1343 (TOO)

For Additional Information:

Director of Equal Opportunity
S1-710
55 Lake Ave North
Worcester MA 01655
508-856-2179

umassmed.edu/dio



umassmed.edu



Sexual Harassment:
Be In The Know!



umassmed.edu

Respecting Human Dignity

The mission of the University of Massachusetts Medical School (UMMS) is to serve the people of the Commonwealth through excellence in health sciences education, research and public service. As a community of learners, caregivers, researchers and professionals we act to ensure that all who work, study, volunteer, seek care or visit here can do so in an environment free of all forms of harassment.

At UMMS we respect the dignity of all faculty, staff, students, volunteers, vendors, and the patients and family members with whom they interact. Our policies and practices are designed to create and maintain an atmosphere of mutual respect.

Identifying Behavior as Sexual Harassment

Sexual harassment involves a wide range of unwelcome behaviors. It may be subtle and indirect, or blatant and overt. The determination of what constitutes sexual harassment depends upon the specific facts, the context, frequency, pattern, and severity in which the conduct occurs. Specific examples of verbal or physical conduct include, but are not limited to:

- demanding sexual favors as an implied or overt condition for advancement in class or work;
- a personal relationship between a manager-subordinate or teacher-student that creates a hostile environment for employees or students;
- verbal insults or incessant teasing of a sexual nature;
- the display of pornographic photos, drawings or graffiti;
- offensive telephone calls/messages, notes, letters, electronic mail messages or displays on public work stations; subtle pressure for sexual activity, which may include conduct such as repeated and unwanted staring;

- sexist remarks about clothing, body parts or sexual activities;
- unwanted touching;
- sexual exploitation;
- sexual assault;
- stalking.

At the same time we are sensitive to consensual romantic relationships that may occur in the workplace. UMMS has developed guidelines for such relationships. These guidelines may be found at: www.umassmed.edu/dio/equal-opportunity

Need Assistance?

If you need to discuss a situation, get advice, consult or file a complaint, your concerns will be handled in an expeditious and professional manner. The rights of all involved parties and confidentiality will be protected to the fullest extent possible. We will not tolerate, at any time, retaliation against individuals who file, or are involved in, a sexual harassment complaint.

To get confidential advice concerning a specific situation, you may contact the confidential resources listed in this brochure.

To report possible sexual harassment please contact:
The Director of Equal Opportunity
S1-710 508-856-2179

Online Resources:



umassmed.edu/dio/care

Defining Sexual Harassment

The definition of sexual harassment as established by the Equal Employment Opportunity Commission and adopted by the U.S. Supreme Court states:

Any unwelcome and/or unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or assessment of academic work;
2. submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting that individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, humiliating, uncomfortable, hostile or offensive working or academic environment.

This protection is extended to include unwelcome behavior toward patients, volunteers, visitors, vendors and others present on any UMMS site. Similarly, UMMS is committed to ensuring that all who work and study here are not themselves targets of sexual harassment by vendors, visitors, contractors or others.

Diversity & Inclusion Office

Director of Equal Opportunity
S1-710, University Campus
55 Lake Ave North
Worcester, MA 01655
508-856-2179

Detach along dotted line for a quick reference guide!