

Discriminatory Harassment

What Every UNH Employee Needs to Know

UNH is committed to equal employment opportunity for all qualified persons. You are entitled to be free from discrimination or harassment by ANYONE – fellow employee, faculty member, staff member, an agent of the University or a non-employee. UNH policy and processes for handling complaints resulting from discrimination or harassment is available on line at <http://www.unh.edu/affirmativeaction/> (Click on Policies and Procedures)

What are Discrimination and Discriminatory Harassment?

Discrimination is an action that denies a member of the University community the benefits or entitlements of University life due to their protected class status. **Harassment** is words or behaviors such as: unwelcome sexual advances, graffiti, jokes, pranks, slurs, insults, threats, remarks, interference with work or academic life, vandalism, or physical assault.

Discrimination and discriminatory harassment are ILLEGAL – they interfere with your learning opportunities and create an intimidating environment.

The UNH Community Does Not Accept Discrimination or Harassment Based On...

Age COLOR Disability Gender Identity or Expression
Marital Status National Origin Race RELIGION
Sex Sexual Orientation Veteran Status

Examples of Discrimination and Discriminatory Harassment

- Sending unwelcome, sexually explicit emails
- Taunting an employee about his or her sexual orientation, disability, or religion
- Hanging a noose in an African-American employee's workspace
- Painting a swastika on the workspace of a Jewish employee
- Harassing or retaliating against an employee for filing a complaint or helping another person file a complaint of discrimination
- Making unwelcome solicitations for dates or sexual propositions
- Repeatedly telling derogatory gender-based jokes
- Giving unwelcome hugs or repeatedly brushing another's body or any form of physical contact that makes another person uncomfortable
- Racial or ethnic slurs
- Mimicking the manner of speech or movement of an individual with a disability

You **do not** have to handle this on your own. You **do not** have to confront your harasser.

Don't ignore a problem.

Seek Help From Any of These UNH Sources

- ☉ Affirmative Action and Equity Office (862-2930 V/TTY [Voice/Text Telephone]) (Any discrimination or harassment, including sexual or disability harassment)
- ☉ Human Resources (862-0501 V/TTY 862-3227)
- ☉ Employee Assistance Program (EAP) (800-424-1749)
- ☉ Sexual Harassment and Rape Prevention Program (SHARPP) (862-3494)
- ☉ Office of International Students and Scholars (OISS) (862-1288)
- ☉ President's Commission on the Status of Women (862-1058)
- ☉ President's Commission on the Status of People of Color (862-1058)
- ☉ President's Commission on Gay, Lesbian, Bisexual & Transgender Issues (862-1058)
- ☉ Anyone you trust or an office you think may be helpful
- ☉ A friend, chaplain, counselor, or security officer
- ☉ UNH Police (862-1427; 862-1425 V/TTY)

To File a Complaint

Against a Student:

- Contact the Affirmative Action and Equity Office (862-2930 V/TTY) affirmaction.equity@unh.edu
- See *Students Rights, Rules, and Responsibilities*: <http://www.unh.edu/student/rights/>
- Submit a complaint at <http://reportit.unh.edu>

Against a Faculty/Staff Member:

- Contact the Affirmative Action and Equity Office: (862-2930 V/TTY) affirmaction.equity@unh.edu
- Submit a complaint at <http://reportit.unh.edu>

Reach Us

Affirmative Action and Equity Office
Thompson Hall 305
105 Main Street
Durham, NH 03824
603-862-2930 (V/TTY)
603-862-2936 (Fax)

Email: affirmaction.equity@unh.edu
Online Reporting:
<http://www.unh.edu/affirmativeaction>
<http://reportit.unh.edu>

Other Agencies

* U.S. Equal Employment Opportunity Commission: <http://www.eeoc.gov/>
(V: 1-800-669-4000, TTY: 1-800-669-6820)

* New Hampshire Commission for Human Rights: <http://www.nh.gov/hrc> (603-271-2767)

Available in Alternate Format. Please Contact the Affirmative Action and Equity Office.

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