

# Discriminatory Harassment

## What Every UNH Student Needs to Know

UNH is committed to equal educational opportunity for all qualified persons. You are entitled to be free from discrimination or harassment by ANYONE – fellow student, 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 a student about his or her sexual orientation, disability, or religion
- Hanging a noose in an African-American student's doorway
- Painting a swastika on the door of a Jewish student
- Harassing or retaliating against a student 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)
- ☉ Office of Conduct and Mediation (862-3377)
- ☉ Peer counselors, mentors, mediators
- ☉ A resident assistant or resident hall director
- ☉ A helpful faculty or staff member
- ☉ Your academic advisor or program director
- ☉ Sexual Harassment and Rape Prevention Program (SHARPP) (862-3494)
- ☉ Disability Services for Students (DSS) (862-2607 V/TTY)
- ☉ Office of Multicultural Student Affairs (OMSA) (862-2050)
- ☉ 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)
- ☉ Your athletic coach or assistant coach

### To File a Complaint

#### Against a Student:

- Contact the Affirmative Action and Equity Office (862-2930 V/TTY)  
[affirmaction.equity@unh.edu](mailto: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](mailto: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](mailto: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.

July 2008