

UNIVERSITY OF NEW HAMPSHIRE

HARASSMENT, DISCRIMINATION AND BIAS VIOLENCE RESOURCES

There are numerous offices and individuals at UNH who are likely to receive complaints of harassment, discrimination or bias violence. This document outlines the resources available to survivors of harassment, discrimination or bias violence, and the responsibilities of the various offices charged with assisting survivors, investigating allegations and sanctioning offenders. Since there are multiple resources on campus for survivors and reported perpetrators of harassment, discrimination or bias violence, this document is intended to help those various resources understand the different roles of UNH offices that are charged with addressing these issues. There are typically referrals among these offices, and satisfactory outcomes are much more likely when the referring office provides accurate and balanced information to survivors and reported perpetrators about the role of the office to which they are being referred. Each office should communicate their role and responsibilities clearly to survivors and reported perpetrators who seek out their services.

New Hampshire law requires that University employees report any instance of sexual harassment (including sexual violence) of a student by another employee. At UNH, reporting should be made to the Director & Title IX Coordinator of Affirmative Action and Equity Office.

UNH SEXUAL HARASSMENT AND RAPE PREVENTION PROGRAM (SHARPP)

<http://www.unh.edu/sharpp/contact-us>

Main Office Phone Numbers: 603.862.3494 Voice • 800.735.2964 TTY

Support Helpline: 24-7 Support: 603.862.SAFE (7233) • 24-7 Toll Free Support: 888.271.7233

SHARPP provides services to survivors of sexual violence, domestic violence and stalking. It offers survivors of harassment, discrimination and bias violence with crisis intervention, support groups, emotional support, medical accompaniment, legal accompaniment, and assistance in obtaining academic intervention. SHARPP also provides education and community outreach on these topics.

SHARPP is an advocate for its clients. It is not charged with investigating allegations, although it may assist its clients in navigating the University conduct processes and external legal systems. SHARPP provides a nonjudgmental sounding board to allow survivors to process emotional responses to their experiences, validates survivors' emotions, and tries to empower survivors to take care of themselves. SHARPP also refers clients to resources that provide clinical mental or physical health services (e.g., Counseling Center, Health Services, Employee Assistance Programs), or that can coordinate academic or workplace intervention (e.g., Graduate Dean's office, Student and Academic Services, Human Resources).

SHARPP addresses both recent and past sexual assault, relationship abuse, sexual harassment or stalking. SHARPP is available 24/7 to listen without judgment and to offer information and emotional support. It also provides assistance to individuals who may be helping a friend/relative in addressing relationship violence or harassment.

SHARPP's services are provided free to all survivors and their allies. SHARPP is generally not the appropriate resource for those who are alleged to have engaged in harassment, discrimination and/or violence. SHARPP's programs are overseen by Student and Academic Services.

SHARPP offers confidentiality to its clients. Unlike most employees of the University, SHARPP employees' obligation to report potential sexual harassment (or sexual violence) of a student may be limited in some circumstances.

UNH COUNSELING CENTER

<http://www.unhcc.unh.edu/>

Office Phone: 603.862.2090 Voice • 7-1-1 or 800.735.2964 Relay NH

The UNH Counseling Center is the primary mental health facility on campus. It provides individual counseling, therapy and support groups for students who may be experiencing situational or ongoing psychological difficulties. The Counseling Center also provides programming to meet the developmental needs of the student population and to encourage a University atmosphere conducive to personal and intellectual growth and psychological well-being, including the popular training on "Identifying 'At Risk' Students" (which explores the signs of students who might be at risk of harming themselves or others in their community).

The individual counseling offered at the Counseling Center is short term in nature. Professionals can help students to address sexual, physical and emotional abuse and the attendant relationship concerns, and to manage traumatic experiences and emotions such as anxiety, depression, grief and anger.

The Counseling Center provides emergency services 24 hours per day. During normal business hours, such services are provided directly by the Counseling Center. At other times, calls from students in crisis are forwarded to the Behavioral Health Unit of Portsmouth Hospital.

The UNH Counseling Center is fully funded by student fees and its clinical services are available to all students who have paid the Health Services/ Counseling fee. Staff members are also available to consult with faculty, staff, parents or students who may be concerned about a student. In addition, the Counseling Center assists the University community with crisis management and provides guidelines for referrals.

The Counseling Center offers confidentiality to its clients. Unlike most employees of the University, the Counseling Center employees' obligation to report potential sexual harassment of a student may be limited in some circumstances. Professional obligations typically compel mental health providers to keep client information confidential within the limits of state and federal law.

UNH HEALTH SERVICES

<http://www.unh.edu/health-services/>

Main Line: 603.862.WELL (9355) • Employee Clinic: 603.862.HLTH (4584)

UNH Health Services provides primary medical care, sexually transmitted infections testing/counseling, pregnancy testing and options counseling, and annual exams. The center also provides health and wellness education/counseling on a variety of topics, including a resource library – available to all UNH students, faculty and staff – with information related to discrimination, harassment and bias violence. Health Services has Wellness Educator/Counselors who can meet with UNH students individually to discuss a variety of issues related to relationships.

Health Services offers confidentiality to its clients. Unlike most employees of the University, Health Services employees' obligation to report potential sexual harassment (or sexual violence) of a student may be limited in some circumstances.

UNH OFFICE OF MULTICULTURAL STUDENT AFFAIRS (OMSA)

<http://www.unh.edu/omsa/>

Phone: 603.862.5204

OMSA offers support services and advocacy to students, including assistance with finding support from other people and programs on campus, learning more about race, class, gender, and sexuality, learning what it means to be an ally, and responding to acts of intolerance. In addition to providing support and referrals to survivors and students accused of wrongdoing, OMSA may assist in fact-finding relating to incidents of discriminatory harassment, discrimination and bias violence.

UNH OFFICE OF INTERNATIONAL STUDENTS AND SCHOLARS (OISS)

<http://www.unh.edu/oiss/>

Phone: 603.862.1288

OISS promotes international education at the University by facilitating the enrollment and employment of foreign nationals and by providing them with essential support services.

UNH CENTER FOR INTERNATIONAL EDUCATION (CIE)

<http://www.unh.edu/cie/>

Phone: 603.862.2398

CIE helps hundreds of UNH students every year to travel to destinations all over the world to engage in classes, internships, research, and the experiences of a lifetime. Students abroad who have knowledge of, were witness to, or are a survivor of sexual violence can contact the on-site faculty or staff members or a local emergency responder as they are the persons nearest to the student and can respond most quickly. Additional resources include International SOS <http://www.internationalsos.com/en/policies.htm> and The UNH International Travel Assistance Provider <http://www.unh.edu/cie/international-travel-assistance-insurance-program>

Students can also go directly to the University Police Department (UNHPD) or to any faculty or staff member with whom they feel comfortable to report that they have knowledge of, were witness to, or are a survivor of sexual violence (e.g., UNH CIE or UNH CIE Program Providers listed <http://unh.edu/cie/programs> (search for Program Type UNH Approved)).

UNH POLICE DEPARTMENT

<https://www.unh.edu/upd/>

Phone: 603.862.1427

The UNH Police Department provides public safety services, including law enforcement, crime prevention and suppression, emergency response, investigation and information. It also provides education and tips on crime prevention, and notifies the campus community of incidents. In addition, the UNH Police periodically offer personal defense training to members of the University community.

The University Police may actively investigate complaints of discrimination, harassment and bias violence, often in cooperation or consultation with other University resources (e.g., the Affirmative Action & Equity Office, Human Resources). Police services to the University community are available 24 hours a day, every day of the week. The Police Department emphasizes fair, consistent and equal enforcement, always keeping in mind the rights and dignity of the public.

The UNH Police Department should be consulted in all circumstances when a member of the UNH community presents a risk of physical harm to themselves or others.

UNH AFFIRMATIVE ACTION AND EQUITY OFFICE (AA&EO)

<http://www.unh.edu/affirmativeaction/>

Phone numbers: 603.862.2930 Voice • 603.862.1527 TTY • 7-1-1 or 800.735.2964 Relay NH

AA&EO oversees the University's compliance and education efforts with affirmative action, Title IX, disability laws and regulations, equal employment laws, and campus initiatives aimed at creating a diverse, welcoming and equitable campus. It handles all complaints of discrimination or harassment under the UNH Discrimination and Discriminatory Harassment Policy. The Affirmative Action and Equity Office reports directly to the Provost and Vice President for Academic Affairs.

Any office referring a survivor to the AA&EO should be generally aware of the processes outlined in the Discrimination and Discrimination Policy (see <http://www.usnh.edu/olpm/UNH/V.Pers/B.htm>). An AA&EO investigation may be outside the complainant's control and can proceed without survivor participation in circumstances when necessary to protect the University's interests.

The UNH Policy on Discrimination and Discriminatory Harassment covers all members of the University community. Regardless of the process used to investigate and adjudicate complaints, any allegation of discriminatory harassment, discrimination or bias violence may be filed with the Affirmative Action and Equity Office; in many cases, complaints must be monitored by that office. The process for investigating and adjudicating complaints of discrimination, discriminatory harassment or bias violence *by students* is detailed in the student code of conduct and judicial process as set forth in *UNH Student Rights, Rules and Responsibilities*.

The Affirmative Action and Equity Office is not an advocate for any party to a complaint of harassment, discrimination or bias violence. It must endeavor to protect the rights of both the accuser and the accused as it investigates complaints and makes recommendations to the responsible administrators who will make judgments on such complaints.

UNH OFFICE OF COMMUNITY STANDARDS (OCS)

<http://www.unh.edu/ocm/>

Phone: 603.862.3377

OCS supports and enforces standards of behavior designed to foster an environment of civility and respect where both rights and responsibilities are valued. The office respects the integrity of students by protecting students' rights and ensuring fairness through the enforcement of University policies and regulations. OCS also serves as a resource to the University community for conflict management and resolution, providing both programs and services to promote the development of critical life skills.

OCS administers the investigation and adjudication of complaints about discrimination, discriminatory harassment or bias violence *by students*, as detailed in *UNH Student Rights, Rules and Responsibilities* ("SRR&R"; see

<http://www.unh.edu/vpsas/handbook/welcome-university-new-hampshire>). Any office referring a victim to the OCS should be generally aware of the processes outlined in SRR&R, and should notify survivors that conduct charges once initiated may proceed outside the complainant's control.

OCS is not an advocate for any party to a charge of harassment, discrimination or bias violence. Fairness mandates that the judicial system safeguard the due process rights of accused students. "Due process" ensures that the student's constitutional rights are protected and requires the decision-maker to weigh carefully the interests of the accused student as well as the interests of the community. Students are always afforded written notice of the charges and the identity of the complainant, an opportunity to present his/her story, and a guarantee that no disciplinary action will be taken unless the complainant proves by preponderance of evidence that the accused student is responsible for the charges. If an accused student elects a formal hearing, they are entitled to a student advisor, can respond in writing to the complainant's charges, and will receive a fair hearing in accordance with SRR&R.

UNH STUDENT AND ACADEMIC SERVICES (SAS)

<http://www.unh.edu/vpsas/>

Phone: 603.862.2053

The mission of SAS is to provide experiences, opportunities and support that encourage students to reach their academic potential and develop the personal and professional skills necessary for participation in a changing world. The Division assists students with enrollment, academic support, community involvement and leadership, personal development, health and wellness, public safety and accountability, and the acquisition of skills and knowledge to realize the richness of learning that can flow from working with people from diverse backgrounds and in diverse settings. The Division of Student and Academic Services is a learning organization that supports the Academic Plan of the University of New Hampshire utilizing strategic partnerships on and off campus; we create an integrated and challenging educational experience, within a supportive environment, that fosters intellectual and personal excellence, responsible citizenship, and a commitment to community. We value students and the transformative power of education, organizational effectiveness, diversity and multiculturalism, collaboration, coordination and cooperation, respectful treatment of all individuals, open, honest communication and decision-making, and integrity and ethical conduct.