

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, student, an agent of the University or a non-employee. UNH policy and processes for handling discrimination and harassment complaints are available on line at: <http://www.usnh.edu/olpm/UNH/V.Pers/B.htm>.

What are Discrimination and Discriminatory Harassment?

Discrimination is an action which may deny a member of the University community the benefits or entitlements of University life due to their protected class status. **Harassment** is unwelcome words or behaviors that may take the form of sexual advances, graffiti, jokes, pranks, slurs, insults, threats, remarks, interference with the person's work or academic life, vandalism, assignment of unpleasant duties, or physical assault directed against any member of a protected class. Sexual harassment and sexual violence are types of sex discrimination.

Discrimination and discriminatory harassment are ILLEGAL – they interfere with your learning and work 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
- Refusing to provide a reasonable accommodation to an employee with a disability
- 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
- Racial or ethnic slurs
- Mimicking the manner of speech or movement of an individual with a disability
- Denying someone a promotion based on their sexual orientation
- Excessively disciplining an employee based on their race

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

Privileged Confidential Resources¹

Employee Assistance Program (EAP) (800-424-1749)
Sexual Harassment & Rape Prevention Program (SHARPP)
(862-3494 Voice /800-735-2964 TTY / 603-862-7233 or
888-271-7233 24-7 Support))
A friend, chaplain, or counselor
UNH Psychological and Counseling Services, Smith Hall (862-2090)

UNHM: Survivors' Circle, YWCA NH
24 Hour Crisis Line, (603) 668-2299,
or non-crisis, 603-625-5785. 72 Concord
Street

Reporting Agencies (mandatory response):

Affirmative Action and Equity Office (862-2930 Voice/862-1527 TTY [Text Telephone]/Relay NH: 7-1-1
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 the Status of People with Disabilities (862-1058)
President's Commission on Lesbian, Gay, Bisexual & Transgender People (862-1058)
UNH Police (862-1427; 862-1425 Voice/TTY); Security Officer
A faculty or staff member you trust

To File a Complaint

Against a Student:

- Contact Donna Marie Sorrentino, Director & Title IX Coordinator, Affirmative Action and Equity Office (862-2930 Voice/862-1527 TTY/Relay NH: 7-1-1) dms@unh.edu
 - See *Students Rights, Rules, and Responsibilities*:
<https://www.unh.edu/student-life/2017-2018-student-rights-rules-and-responsibilities>
- Submit a complaint at <http://reportit.unh.edu> (can be submitted anonymously).

Against a Faculty/Staff Member:

- Contact Donna Marie Sorrentino, Director & Title IX Coordinator, Affirmative Action and Equity Office (862-2930 Voice/862-1527 TTY/Relay NH: 7-1-1) dms@unh.edu
- Submit a complaint at <http://reportit.unh.edu> (can be submitted anonymously)
Mandatory Reporters² must not use Reportit! to report a disclosed sexual violence incident about students or staff.

Reach Affirmative Action

Mailing Address: 105 Main Street, Thompson Hall, Room 305
Durham, NH 03824
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>
(Voice: 1-800-669-4000, TTY: 1-800-669-6820)

* U.S. Office for Civil Rights (U.S. Dept. of Health and Human Services): <http://www.hhs.gov/ocr>
(Voice: 1-800-368-1019, TDD: 1-800-537-7697)

* New Hampshire Commission for Human Rights: <http://www.nh.gov/hrc>
(Voice: 603-271-2767, TDD: ACCESS NH 1-800-735-2964)

Please Contact the Affirmative Action and Equity Office for Alternative Format.

¹ If you want medical or counseling support or general advice about your options, but do not want to make an official report of a sexual violence incident, UNH offers privileged confidential resources. Discussions with these offices will **not** trigger a police investigation, UNH investigation, or student conduct proceeding, **unless you request it.**

² All UNH Faculty and Staff members, Coaches, Teaching Assistants, Research Assistants, Hall Directors, Resident Assistants, Community Assistants, and Student workers who have University jobs having leadership, and/or supervisor responsibilities, and/or mentor other students (e.g., Center for Academic Resources academic mentors and tutors, Student Senate leaders, UNH Police safety escorts, youth camp counselors, and recreation department team captains).