

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 persons impacted by harassment, discrimination or bias violence, and the responsibilities of the various offices charged with assisting impacted persons, investigating allegations, and sanctioning offenders. Since there are multiple resources on campus for impacted persons and respondents of alleged 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 impacted persons and responding parties 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 & 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 persons impacted by 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 impacted persons to process emotional responses to their experiences, validates impacted persons' emotions, and tries to empower affected persons to take care of themselves. SHARPP also refers clients to resources that provide clinical mental or physical health services (e.g., Psychological and Counseling Services, Health & Wellness, 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 impacted persons 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 Life.

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 PSYCHOLOGICAL AND COUNSELING SERVICES

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

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

UNH Psychological and Counseling Services is the primary mental health facility on campus. It offers a variety of services that are designed to enhance students' ability to fully benefit from the University environment and academic experience. This includes providing counseling and therapy for students who may be experiencing situational or ongoing psychological difficulties, providing programming to meet the developmental needs of the student population, and encouraging a University atmosphere conducive to personal and intellectual growth as well as psychological well-being.

Psychological and Counseling Services attempts to meet the emotional and mental health needs of the campus community by reaching out to those who may not seek counseling services. Outreach activities include educational programs and classes, committee participation and clinical consultation.

The individual counseling offered at Psychological and Counseling Services 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.

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

UNH Psychological and Counseling Services 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 Psychological and Counseling Services assists the University community with crisis management and provides guidelines for referrals.

Psychological and Counseling Services offers confidentiality to its clients. Unlike most employees of the University, Psychological and Counseling Services 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 & WELLNESS

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

Main Line: 603.862.WELL (9355)

UNH Health & Wellness 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 & Wellness has Wellness Educator/Counselors who can meet with UNH students individually to discuss a variety of issues related to relationships.

Health & Wellness offers confidentiality to its clients. Unlike most employees of the University, Health & Wellness 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 affected persons and students accused of wrongdoing, OMSA may assist in fact-finding relating to incidents of discriminatory harassment, discrimination and bias violence. OMSA creates opportunities for people to participate in an inclusive community and to explore and understand diversity, social justice, inclusion, and equity via educational presentations, workshops, professional development and leadership opportunities, retreats, brown-bag discussions, etc. OMSA serves all members of the UNH community through these various opportunities and beyond. Their work is grounded in an understanding of diversity that includes people of all abilities, ages, ethnicities, genders, nationalities, races, religions, spiritual traditions, socio-economic classes, and sexual orientations.

UNH OFFICE OF INTERNATIONAL STUDENTS AND SCHOLARS (OISS)

<https://www.unh.edu/global/international-students>

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 AND GLOBAL ENGAGEMENT (CIEGE)

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

Phone: 603.862.2398

CIEGE 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 impacted by 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> and The UNH International Travel Assistance Provider <https://www.unh.edu/global/international-travel-registry>.

UNH STUDENT ACCESSIBILITY SERVICES (SAS)

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

Phone: 603.862.2607 Voice • 7-1-1 or 800.735.2964 Relay NH

Formerly Disability Services for Students, the office serves a growing number of students with documented disabilities entering higher education. These students come from Continuing Education, Thompson School, Baccalaureate, Masters and Ph.D. programs. SAS ensures reasonable academic accommodations and works to ensure equal access to all UNH students with a documented disability.

Student Accessibility Services (SAS) is committed to assuring that students with disabilities receive equitable, effective and meaningful access to all campus programs, resources, and services. SAS is responsible for ensuring academic and housing accommodations. We recognize the diversity of abilities as a source of excellence, enrichment and strength for all members of the university community. SAS facilitates and supports student growth and development toward empowerment, self-advocacy and personal responsibility. These skills enable students to make informed decisions towards meeting or exceeding the standards/expectations both at UNH and beyond. Additionally, we are a source of information and referral, a resource and collaborative partner for the campus community, and a point of support and advocacy regarding access issues in general.

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. 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 person impacted by sexual violence.

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 COMMUNITY STANDARDS (CS)

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

Phone: 603.862.3377

Community Standards 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. Community Standards 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.

Community Standards 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 <https://www.unh.edu/student-life/2017-2018-student-rights-rules-and-responsibilities>). Any office referring an impacted person to the Community Standards should be generally aware of the processes outlined in SRR&R, and should notify impacted persons that conduct charges once initiated may proceed outside the complainant's control.

Community Standards 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 LIFE

<http://www.unh.edu/student-life>

Phone: 603.862.2053

Student Life is a vibrant community of student affairs professionals who share a devotion to the development and education of all students at UNH. Working in collaboration with colleagues from across the campus, we are dedicated to developing the intellectual abilities of our students and strengthening the character and judgment to use those abilities wisely. Resilience, accountability, and engagement are qualities that you will hear us talk about frequently over the academic year. They allow one to explore without fear, fulfill hopes and aspirations, and address challenge squarely. We are Student Life, here to help you help yourself. Visit us on the web or in person for an ear to listen, for guidance when you want it, and for support when you need it.

UNH HOUSING

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

Phone: 603.862-2120

Housing staffs the undergraduate apartments with Community Assistants who are primarily focused on overall community development and are dedicated to helping their residents have successful tenures at UNH. Community Assistants are available at any time when the apartments are open, to discuss issues of climate, safety, personal responsibility, and University policies.

UNH RESIDENTIAL LIFE

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

Phone: 603.862.2268

Residential Life staffs the residence halls with professional Residence Hall Directors, Senior Resident Assistants in large halls, and Resident Assistants. They are available at any time when the dorms are open, to discuss issues of climate, safety, personal responsibility, and University policies.

UNH HUMAN RESOURCES

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

Phone: 603.862.0501 TTY: 603.862.3227

The mission of Human Resources is to be a strategic partner in attracting, developing, and retaining a diverse and high performing workforce. Our Vision is to be a sought after partner to the University community by reaching out to our customers. Our Values are respect, trust, team-work, being proactive, accountability, work-life balance, collaboration, education.