



Sexual Harassment & Other Sexual Misconduct: Responding to Disclosures

**A Guide for Harvard University
Faculty, Staff, and Post-Doctoral Fellows**



OFFICE FOR
Community Support,
Non-Discrimination,
Rights and Responsibilities



Harvard University faculty, staff, and post-doctoral fellows may receive disclosures regarding concerns of sexual harassment or other sexual misconduct from students, post-doctoral fellows, staff, or faculty members¹. Unless identified by the University as a confidential resource, faculty, staff, and post-doctoral fellows are considered Responsible Employees and must promptly notify a Title IX Resource Coordinator about possible sexual harassment and other sexual misconduct. Please review the information below for details and how to seek support around the role of the Responsible Employee.

Why is the Responsible Employee role important?

- ▶ Ensures that individuals consistently receive accurate information about the resources and options available from a trained person in a position to assist them.
- ▶ Provides individuals with access to supportive measures to address any emerging or ongoing challenges.
- ▶ Enables the University to proactively address any community safety concerns, including patterns of possible sexual harassment or other sexual misconduct.

What is Sexual Harassment?

Sexual harassment is unwelcome conduct on the basis of sex. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal, graphic, or physical conduct of a sexual nature that satisfies one or more of the following:

1. **Quid pro quo** harassment: an employee of the University either explicitly or implicitly conditioning the provision of an aid, benefit, or services of the University, such as an individual's employment or academic standing, on an individual's participation in unwelcome sexual conduct.
2. **Unwelcome conduct** determined by a reasonable person to be so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the University's education or work programs or activities.
3. **Sexual assault, dating violence, domestic violence, and stalking** as defined by federal law.

What is Other Sexual Misconduct?

Other sexual misconduct is unwelcome conduct on the basis of sex, including sexual orientation and gender identity. Other sexual misconduct includes unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal, graphic, or physical conduct of a sexual nature or based on sexual orientation or gender identity that satisfies one or both of the following:

1. **Quid pro quo** harassment: an employee of the University either explicitly or implicitly conditioning the provision of an aid, benefit, or services of the University, such as an individual's employment or academic standing, on an individual's participation in unwelcome sexual conduct.
2. **Unwelcome conduct** determined by a reasonable person to be so **severe, persistent, or pervasive** that it effectively denies a person access to the University's education or work programs or activities.

Remember: When in doubt, contact a Title IX Resource Coordinator or the NDAB and Title IX Compliance Team within CSNDR. Even partial information may be helpful as we work to keep our community safe and ensure that people have access to resources.

¹ Paid Student Employees (only when acting as employees of the University)

To see the full text of Harvard's policies and procedures addressing sexual harassment and other sexual misconduct, please visit csndr.harvard.edu.

What to do if someone approaches you with a concern about sexual harassment or other sexual misconduct

Title IX Resource Coordinators are available to assist you in navigating a disclosure.

1 Support the individual

- ▶ Ask if there are safety concerns.
 - » If so, provide the individual with resources that offer immediate assistance:
 - *Sexual Harassment/Assault Resources & Education (SHARE) 24-hour confidential hotline* — (617) 495-9100
 - *Boston Area Rape Crisis Center (BARCC) 24-hour hotline* — (800) 841-8371
 - *International SOS 24-hour global emergency response program* — +1 (617) 998-0000 (for concerns abroad)
 - *Harvard University Police Department (HUPD)* — (617) 495-1212
- ▶ Inform the individual of your responsibility to share the information with a Title IX Resource Coordinator.
 - » Emphasize that Title IX Resource Coordinators protect privacy and only share information on a strictly need-to-know basis; for example, to implement supportive measures and/or to address an immediate or ongoing threat to the individual and/or the campus community.
 - » Provide the individual with contact information for their local Title IX Resource Coordinator and the NDAB and Title IX Compliance Team within the Office for Community Support, Non-Discrimination, Rights and Responsibilities.
- ▶ Ask for the individual's preferred email address and phone number where it is safe for the Title IX Resource Coordinator to contact them. You may also offer to accompany them to a meeting with the Title IX Resource Coordinator (or, if they prefer, with the NDAB and Title IX Compliance Team within the Office for Community Support, Non-Discrimination, Rights and Responsibilities or to make the initial phone call together.
- ▶ Affirm that Harvard takes these issues very seriously and that retaliation against anyone who raises an allegation under the policies is prohibited.

2 Connect the individual with resources

- ▶ A good place to start: csndr.harvard.edu
- ▶ Note that there are confidential resources available both on and off campus. A list of resources is provided at the end of this guide.

3 Contact a Title IX Resource Coordinator

- ▶ Visit csndr.harvard.edu/local-title-ix-resource-coordinators for the full list of Title IX Resource Coordinators. You should call, email, or meet in person with a Title IX Resource Coordinator as soon as possible to share the information (which includes whatever has been shared with you, such as the name(s) of the individuals involved, the details of the incident(s), and the disclosing individual's goals for next steps).
 - » If the individual is more comfortable connecting with the NDAB and Title IX Compliance Team within the Office for Community Support, Non-Discrimination, Rights and Responsibilities contact us at (617) 496-0200.
- ▶ Do not otherwise share any of the disclosed information (such as with your friends, colleagues, or peers).



WHAT HAPPENS NEXT?

A Title IX Resource Coordinator will assess the information you have provided and will take appropriate action. You do not need to take further action unless you learn of new and/or related information. In this instance, please follow up with the Title IX Resource Coordinator.

Resources to Prevent & Address Sexual Harassment & Other Sexual Misconduct

Private Resources: Share Information on Need-to-Know Basis

NDAB and Title IX Compliance Team within the Office for Community Support, Non-Discrimination, Rights and Responsibilities

Smith Campus Center, Suite 901 • Cambridge, MA 02138
(617) 496-0200 • csndr.harvard.edu

Title IX Resource Coordinators

Visit csndr.harvard.edu/local-title-ix-resource-coordinators for the full list of Title IX Resource Coordinators.

Office for Dispute Resolution (ODR)

Smith Campus Center, Suite 901 • Cambridge, MA 02138
odr@harvard.edu • (617) 495-3786

Harvard University Police Department (HUPD)

1033 Massachusetts Avenue, 6th Floor
Cambridge, MA 02138 • hupd.harvard.edu
HUPD has two phone numbers to receive urgent calls:
Cambridge (617) 495-1212
Longwood Campus (617) 432-1212

Local Community Resources*

Boston Area Rape Crisis Center (BARCC)

451 Blue Hill Avenue • Boston, MA 02121
(617) 492-8306 • TTY: (617) 492-6434
24-hour hotline: (800) 841-8371 • TTY: (800) 439-2370
barcc.org

Beth Israel Deaconess Medical Center

Center for Violence Prevention and Recovery
(617) 667-8141 • bidmc.org/violenceprevention

Fenway Health Violence Recovery Program

Consultation and Intake Line: (617)-927-6460
LGBT Helpline (for ages 25+)
(617) 267-9001 • Toll-Free: (888) 340-4528
Hours: Monday – Saturday 6:00pm – 11:00pm Peer
Listening Line (for ages 25 & under) (617) 267-2535
Toll-Free: (800) 399-PEER
Hours: Monday – Saturday 5:00pm – 10:00pm
Información en Español: (617) 927-6460
(617) 267-0900

Victim Rights Law Center

11 Beacon Street, Suite 520 • Boston, MA 02110
Legal Assistance Intake Line: (617) 399-6720 ext.19
victimrights.org

Confidential

University Disability Resources

Smith Campus Center, Suite 662 • Cambridge, MA 02138
disabilityresources@harvard.edu (617) 495-1859

Ombuds Offices

University: Smith Campus Center, Suite 748 •
Cambridge, MA 02138
ombuds_cambridge@harvard.edu (617) 495-7748
Longwood: 164 Longwood Avenue • Boston, MA 02115
ombuds_longwood@hms.harvard.edu (617) 432-4041

Confidential & Privileged

Sexual Harassment/Assault Resources & Education (SHARE)*

Smith Campus Center, Suite 624 • Cambridge, MA 02138
communitysupport_share@harvard.edu • (617) 496-5636
24-hour-confidential hotline: (617) 495-9100

Note: the hotline is forwarded to the Boston Area Rape Crisis Center during the summer.

Harvard Chaplains

Smith Campus Center, Suite 730 • Cambridge, MA 02138
chaplains@harvard.edu (617) 879-8365

Harvard University Counseling & Mental Health Services (CAMHS)

CAMHS has two locations and a 24/7 support line:
24/7 Support: 617-495-2042
Smith Campus Center, 4th Floor • (617) 495-2042
Longwood Campus, Vanderbilt Hall • (617) 432-1370

CAMHS Cares

(617) 495-2042
24/7 support line for Harvard students who have mental health concerns, whether they are in immediate distress or not, on-campus or elsewhere.

Harvard Urgent Care

Smith Campus Center, 3rd Floor • Cambridge, MA 02138
Monday through Friday 8:00 am-8:00 pm
Weekends & Holidays 8:00 am-6:00 pm
After Hours Nurse Advice Line: (617) 495-5711
(617) 495-5711 • TTY: (800) 439-0183

Employee Assistance Program (EAP)

(877) 327-4278
https://my.kgalifeservices.com/users/sign_in
Company Code: Harvard

**If you are not local to Cambridge, Massachusetts or the Greater Boston area, please reach out to your Title IX Resource Coordinator or the SHARE Team for assistance identifying resources local to you (including resources abroad).*