



Sexual Harassment and Other Sexual Misconduct: Understanding Confidentiality

You may find it useful to ask about confidentiality and privilege at the start of your conversation with any of Harvard's resources.

CONFIDENTIAL - PRIVILEGED

Conversations with these resources are privileged and, absent special circumstances, may not be disclosed without your consent even in a criminal or other external proceeding.

Examples include:

- SHARE Counselors
- Mental health clinicians
- Lawyers providing legal advice to clients
- Clergy members providing religious or spiritual advice or comfort
- Employee Assistance Program (EAP)

CONFIDENTIAL

These resources are designated by Harvard as confidential and do not need to notify a Title IX Resource Coordinator when they learn about potential incidents of sexual harassment or other sexual misconduct. However, they may be required to reveal information that was shared with them in a criminal or other external proceeding.

Examples include:

- Harvard Ombuds Office Cambridge
- Harvard Ombuds Office Longwood

PRIVATE*

These resources share information only on a need-to-know basis:

- School or unit Title IX Resource Coordinators
- University Title IX Coordinator
- Associate University Title IX Coordinator

RESPONSIBLE EMPLOYEES**

These resources are employees who protect privacy but must share information with a Title IX Resource Coordinator or the University Title IX Coordinator or Associate University Title IX Coordinator, and otherwise only on a need-to-know basis.

Examples include:

- Faculty Deans
- Resident Deans
- Tutors/Proctors
- Faculty
- Instructors
- Teaching Fellows
- Deans
- Administrative and Professional Staff
- Coaches
- Paid Student Employees (only when acting as employees of the University)
- Postdocs

* Staff with specialized training and expertise in addressing issues of sexual harassment and other sexual misconduct, who are positioned to help students, faculty, staff and third parties and who protect privacy and share information only on a need-to-know basis.

**This is not an exhaustive list of Responsible Employees. If you have questions, reach out to your local Title IX Resource Coordinator.