

Know Your Title IX

Harvard Policies

Harvard adopted two interim policies to address sexual harassment and other sexual misconduct. Sexual harassment is unwelcome conduct on the basis of sex, including sexual orientation and gender identity. Sexual harassment includes unwelcome sexual advances; requests for sexual favors; sexual assaults; and other verbal, nonverbal, graphic, or physical conduct of a sexual nature or based on sexual orientation or gender identity. Interim Other Sexual Misconduct Policy is designed to address sexual misconduct that falls outside the jurisdiction of the Interim Title IX Sexual Harassment Policy.

- ▶ Interim Title IX Sexual Harassment Policy
- ▶ Interim Other Sexual Misconduct Policy



University Resources

Resources are available at the University to assist those who have experienced sexual harassment, including sexual violence:

<https://oge.harvard.edu/options>

- ▶ Title IX Resource Coordinators (see below)
- ▶ Confidential supports:
 - The Resource for Online Anonymous Disclosures: <https://oge.harvard.edu/disclose>
 - SHARE Confidential Hotline: 617-495-9100
 - Harvard Chaplains: <https://chaplains.harvard.edu/>
 - Harvard Ombuds Office: <https://harvardombuds.harvard.edu/>

Responsible Employees

Unless identified by the University as a confidential resource, all faculty and staff at Harvard, including proctors and tutors, faculty and course staff, Resident Deans, and student employees (e.g., RAs and TFs), are Responsible Employees under the Title IX system. What should you do if someone approaches you with a concern about sexual harassment or other sexual misconduct?

- ▶ Step 1: Support the individual. Ask if there are safety concerns. If so, provide the individual with resources that offer immediate assistance, e.g., 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.
 - Provide the individual with contact information for their local Title IX Resource Coordinator and the Office for Gender Equity.
 - Ask for the individual's preferred email address and phone number where it is safe for the Title IX Resource Coordinator to contact them.
 - Affirm that Harvard takes these issues very seriously, and that retaliation against anyone who raises an allegation under the Policy is prohibited.
- ▶ Step 2: Connect the individual with resources. A good place to start: <https://oge.harvard.edu/options>.
- ▶ Step 3: Contact a Title IX Resource Coordinator. Please see below for a list of coordinators. Do not otherwise share any of the disclosed information (such as with your friends, colleagues, or peers).

To Whom Should We Report?

If you are made aware of potential violation of Harvard policies involving:

- ▶ an undergraduate, you can report to FAS college Title IX coordinator Erin Clark (erin_clark@fas.harvard.edu, 617-496-3336); more info: <https://titleix.college.harvard.edu/>.
- ▶ a graduate student, you can report to the GSAS Title IX coordinators Katie Mulroy (katie_mulroy@fas.harvard.edu, 617-495-5005) or Seth Avakian (avakian@fas.harvard.edu, 617-495-9583)
- ▶ a staff member, you can report to Danielle Farrell (farrell@fas.harvard.edu, 617-495-0321) or Jill Rosa (jillrosa@fas.harvard.edu).
- ▶ a FAS faculty member, you can report to Danielle Farrell (farrell@fas.harvard.edu, 617-495-0321); Seth Avakian (avakian@fas.harvard.edu, 617-495-9583); Johannah Park (jkpark@fas.harvard.edu, 617-495-9892); or Kwok Yu (kwok_yu@harvard.edu, 617-495-7483).



Office for Gender Equity



Gov Title IX

Mashail Malik and Yuhua Wang

mashailmalik@fas.harvard.edu; yuhuawang@fas.harvard.edu

Government Department Title IX Liaisons, Harvard University