What else can you do?  
Keep this in a folder, tack it up on your wall or share it with a friend who might need this. You can also learn more about our office and sexual harassment on our website at  
www.stonybrook.edu/diversity  
Or check out other websites for more information.  
http://studentaffairs.stonybrook.edu/ud/index.shtml  
http://www.ed.gov/  
http://www.eeoc.gov/  
http://www.aauw.org/  

Office of Diversity & Affirmative Action  

Office of Diversity and Affirmative Action (ODAA)  

Sexual Harassment: A Guide for Students  

Identify Sexual Harassment and prevent it from happening to you  

What is the Office of Diversity and Affirmative Action (ODAA)  

It is the mission of the ODAA to uphold and reaffirm the University’s position and commitment to equal employment opportunity, affirmative action, and the creation of an inclusive campus climate, free from discrimination and harassment.  

ODAA works in many capacities:  

⇒ Ensures that the campus complies with State and Federal laws and regulations as they relate to Affirmative Action/Equal Employment Opportunity (AA/EEO)  
⇒ Facilitates various training for University staff, faculty and students to promote and enhance diversity awareness and inclusiveness.  
⇒ Investigates allegations of discrimination and sexual harassment, and works towards a resolution.  
⇒ Promotes and co-sponsors diversity initiatives with various departments and student organizations on campus.  

What is sexual harassment?  

...no individual may be discriminated against on the basis of sex in any education program or activity receiving Federal financial assistance. Sexual harassment of students is a form of prohibited sex discrimination.  

*ED.gov  

WHAT TO DO IF YOU NEED ASSISTANCE  

Where do you report sexual harassment?  

Come to ODAA. We are located in the Administration building, room 201. We are here for all University students, staff and faculty. We listen and support you.  

What happens when you report a claim of sexual harassment?  

Our specialists will immediately investigate the matter. The information you share with us is confidential. Below is a general outline of what happens once a claim of sexual harassment has been filed with our office:  

Complaint Process at a Glance  

Initial meeting with Complainant (You)  
You meet with an ODAA Investigator to explain your situation.  

Initiate Investigation  
An investigation may include interviewing Respondent (offender) and witnesses; conduct fact finding meetings; review records; conduct site visits.  

Determination  
Recommendations
61% OF MALE AND 62% OF FEMALE STUDENTS HAVE BEEN VICTIMS OF SEXUAL HARASSMENT

(Reported by the American Association of University Women—AAUW in their 2005, "Drawing The Line.")

A Teaching Assistant (TA) is staring at you. You glance at them and s/he then does a “call me” gesture, putting their hand by their ear and passing down a sheet with their phone number. You look away to ignore the gesture and reject the advances. The next morning that same TA asks you for a date. You state, clearly, that you are not interested but they persist for days. It escalates with this person drawing sexually explicit pictures of the two of you. This person continually disturbs you day-after-day, to the point where you avoid going, or cannot attend class, causing you to fall behind.

Would you label this sexual harassment? Some of the common questions people have when they experience sexual harassment are: What should I do? Who do I talk to? Where do I go to file a complaint? Can anyone help me?

Of course there is! The Office of Diversity and Affirmative Action (or ODAA) will provide specialists that deal specifically with these types of issues.

Here is an easy and quick guide to facts you need to know about sexual harassment and what can be done.

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ONLY 7% OF COLLEGE STUDENTS THAT HAVE BEEN SEXUALLY HARASSED REPORTED IT TO A SCHOOL AUTHORITY.

(Reported by the American Association of University Women—AAUW in their 2005, "Drawing The Line.")

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Consider the following scenario:

What does the law say about sexual harassment in an educational setting?

As a student, you are protected under Title IX of the Education Amendments of 1972. This prohibits sex discrimination, including sexual harassment in federally funded education complexes. Stony Brook University is committed to maintaining and enforcing an environment free from discrimination and sexual harassment.

* (Dept. of Ed. OCR)

Here are two types of sexual harassment:

1. Quid Pro Quo: when someone (school employee, faculty, supervisor, etc.) directly or indirectly places conditions of a sexual nature in exchange for a better grade, admissions to a certain class or position, etc.

2. Hostile environment: persistent and severe unwelcome sexual advances and request for favors; verbal, nonverbal, or physical conduct (e.g., touching, offensive remarks) of a sexual nature by a professor, another student or third party where that student cannot fully benefit or participate in an educational environment.

* (justice.gov)

How do you know if it is considered sexual harassment in an educational setting?

Quid pro quo can be straightforward or implied. A hostile environment can be blatant or subtle. A hostile environment can range from repeated suggestions to go on a date to derogatory name calling.

The main issue is that the conduct is uncomfortable and unwelcomed, even if the action was meant to be funny or as a harmless joke.

Even remarks not of a sexual nature, but discriminates against gender could be considered sexual harassment.

Some examples of sexual harassment include:

- Sexual remarks/comments;
- "Hitting" on you (ie: unwelcomed flirting);
- Performing sexual gestures or touching oneself sexually in front of others;
- Pressure to go out with a faculty member for a better grade, or promises of favoritism;
- Unwelcomed touching, patting, pinching, or brushing-up against a person's body;
- Spreading sexual rumors about you

* (public.gov)

What are the effects of Sexual Harassment?

There are a wide range of emotions experienced by targets of sexual harassment such as feeling self-conscious, embarrassed, angry, afraid, less confident, etc. Students tend to shy away from that professor or supervisor, avoid going to certain areas on campus and in some cases, they even transfer to another University. Not only are there emotional ramifications, but a student’s grade and experience at the University can also be negatively affected. Don’t let that happen to you!

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What should I do if I’m being sexually harassed in school?

1. Do not ignore it. Clearly tell the person to stop.
2. Seek help by informing your professor, advisor, or someone in authority.
3. Contact the ODAA. Once you call, or come in to speak with us, all necessary steps will be taken to stop the harassment. (Also see Complaint Process At A Glance).
4. Go to the University’s policies on our website so you know your rights as a student. http://www.stonybrook.edu/vpadmin/policy/policies.shtml?ID=208

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