I didn't experience sexual assault, but someone has been making bigoted comments in my community. Where do I go to address this behavior?

In addition to offering resources and reporting options to those affected by sexual misconduct or sexual harassment, we do the same for all other forms of discriminatory behavior like hurtful comments about a person's race, sexual orientation, age, or national origin.

If a staff or faculty member made the bigoted comment, what options are available to me to address it?

IDHR serves as the central office to address discrimination and discriminatory harassment involving faculty, staff, postdocs, and students. This means you can talk to our office about the following options and more:

1. **EDUCATION AND TRAINING**: IDHR Staff can train your group on topics including:
   - responsible employees, relevant laws and MIT policies, reporting options, and bystander intervention.

2. **SUPPORTIVE MEASURES**: We can assist in securing workplace, housing, or academic modifications, obtaining no-contact orders, talking to someone about their behavior and its effect on you, and more.

3. **ALTERNATIVE DISPUTE RESOLUTION**: We can address concerns through the alternative dispute resolution process which can include mediation or a facilitated dialogue. The goal of these processes is to resolve a situation by finding a resolution that everyone agrees to.

4. **FORMAL INVESTIGATION PROCESSES**: We can conduct a thorough investigation to assess if an MIT policy was violated in order to establish sanctions or consequences.

**FREQUENTLY ASKED QUESTIONS**

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**HOW CAN IDHR HELP ME?**

The Institute Discrimination & Harassment Response Office (IDHR) can help faculty, staff, students, and postdocs who are experiencing any form of discrimination or discriminatory harassment on the basis of:

- race
- color
- sex
- sexual orientation
- gender identity
- pregnancy
- religion
- disability
- age
- genetic information
- veteran status
- ancestry
- national or ethnic origin

Please note that discrimination or discriminatory harassment on the basis of sex includes sexual misconduct, intimate partner violence, and stalking. Many of the resources listed on the left can also support you if you’ve experienced discrimination other than sexual misconduct.

**WHAT IF I WOULD RATHER TALK TO ONE OF THE FOLKS BELOW?**

If you speak with the staff mentioned above (otherwise known as Responsible Employees), they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email to ask if you would like to meet and learn more about resources and reporting options available to you. You do not have to agree to meet with IDHR staff.