I don’t want to file a formal complaint, so why would I go to IDHR?

Our office does much more than just conduct formal complaint investigations. We have a variety of other ways to address concerns about discrimination at MIT including:

1. **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.

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

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.