Resources and Information about Discrimination & Discriminatory Harassment

idhr.mit.edu

617-715-4080
What can IDHR do for you?

**IDHR’S MISSION:** MIT is committed to providing a working, living, and learning environment free of discrimination and discriminatory harassment for all community members including students, faculty, and staff. While addressing incidents of discrimination is a community-wide responsibility, the Institute Discrimination and Harassment Response Office expressly supports community members who have experienced harm to access available resources and reporting options.

**IDHR SERVICES:**

1. **Education and Training:** We can come to your DLC or group and do training about IDHR services, what it means to be a responsible employee, relevant laws and MIT policies, reporting options and rights, MIT data on discrimination and harassment, bystander intervention, and how to build inclusive cultures or communities.

2. **Information about Reporting Options:** Our staff can walk you through the different options available to address the harm or prevent its recurrence.

3. **Informal Remedies:** Our staff can implement workplace, housing, or academic accommodations; talk to someone about their behavior and its effect on you; establish a no-contact order; and provide mediation or alternative dispute resolution options.

4. **Formal Investigation Processes:** Our staff can assist you in filing a formal complaint, which may result in a finding of a policy violation or establish sanctions or consequences.

*Your HR contact in your DLC or your Human Resources Officer in central HR can also provide these services.*
How am I protected against discrimination & discriminatory harassment at MIT?

NONDISCRIMINATION POLICY:
The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

DISCRIMINATORY HARASSMENT:
Harassment is defined as unwelcome conduct of a verbal, nonverbal or physical nature that is sufficiently severe or pervasive to create a work or academic environment that a reasonable person would consider intimidating, hostile or abusive and that adversely affects an individual’s educational, work, or living environment.

Discriminatory Harassment includes 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

For more information about MIT policies:

- policies.mit.edu for employee policies
- handbook.mit.edu for student policies
What can I do if I’m the target of discriminatory behavior?

MIT takes discriminatory behavior very seriously—including discrimination, discriminatory harassment, sexual harassment, sexual misconduct, gender-based harassment, intimate partner violence, and stalking—and is committed to providing resources and supports that address the harmful consequences of these behaviors and prevent its recurrence.

Here are a few ways MIT can support you:

1. Talk with a Confidential Resource;
2. Talk with the Human Resources professional in your DLC;
3. Talk with a Human Resources Officer assigned to your DLC in Central HR; or
4. Talk with IDHR.

You can talk to any of these resources to learn more about the policies, processes, informal remedies, and formal investigations.

A NOTE ABOUT RETALIATION:

No one shall be retaliated against for, in good faith, raising a complaint of a violation of an MIT policy, participating in the Institute’s complaint resolution process (whether as a complainant, a witness, an investigator, or in any other capacity), or opposing a violation of an MIT policy. Retaliation is any adverse action, harassment, threats or other conduct that would discourage a reasonable person from making a complaint or otherwise participating in a complaint resolution process. Retaliation may occur even where there is no finding of a policy violation, and a complaint of retaliation will be addressed independently through MIT’s complaint resolution process.
Sexual Harassment is unwelcome conduct of a sexual nature, when:

• Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic standing

• Submission to or rejection of such conduct by an individual is used as the basis for significant employment decisions (such as advancement, performance evaluation, or work schedule) or academic decisions (such as grading or letters of recommendation) affecting that individual

The conduct is sufficiently severe or pervasive that a reasonable person would consider it intimidating, hostile, or abusive, and it adversely affects an individual’s educational, work, or living environment.

**WHAT MIGHT IT LOOK LIKE?**

A partial list of examples of conduct that might be deemed to constitute verbal and nonverbal sexual harassment if sufficiently severe or pervasive include:

• advances or propositions or requests for sexual activity or dates;

• suggestive comments and/or sexually explicit jokes;

• turning discussions at work or in the academic environment to sexual topics;

• invading a person’s personal body space, such as standing closer than appropriate or necessary or hovering; or

• looking at a person in a sexually suggestive or intimidating manner.

For a more detailed definition, please visit policies.mit.edu.

To learn more about policies and resources for other forms of gender-based discrimination including sexual misconduct, intimate partner violence, and stalking, please visit idhr.mit.edu
What resources are available?

**RESOURCES FOR EMPLOYEES**

**ON CAMPUS**

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<thead>
<tr>
<th>PRIVATE RESOURCES*</th>
<th>CONFIDENTIAL RESOURCES</th>
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<td>IDHR</td>
<td>Ombuds: 617-253-5921</td>
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<td>DLC HR Contact</td>
<td>MyLife Services: 844-405-LIFE</td>
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<tr>
<td>Managers &amp; Supervisors (even if it's not your Manager/Supervisor)</td>
<td>Chaplains: 617-253-7707</td>
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<td>HRO in Central HR</td>
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*If you speak with a private resource regarding any form of discrimination or discriminatory harassment (otherwise known as a Responsible Employee), they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email and 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.

**RESOURCES FOR STUDENTS**

**ON CAMPUS**

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<tr>
<th>PRIVATE RESOURCES*</th>
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<tr>
<td>S3 (Student Support Services)</td>
<td>VPR: 617-253-2300</td>
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<td>Office of Multicultural Programs</td>
<td>Ombuds: 617-253-5921</td>
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<td>Office of Minority Education</td>
<td>Chaplains: 617-253-7707</td>
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<td>LBGTQ@MIT</td>
<td>MIT Medical (Urgent Care): 617-253-4481</td>
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<td>Institute Community Equity Office</td>
<td>Student Mental Health &amp; Counseling: 617-253-2916</td>
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<td>Office of Graduate Education</td>
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<td>Student Disability Services</td>
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*If you speak with a private resource (otherwise known as a Responsible Employee) regarding sexual assault, sexual harassment, dating/domestic violence, or stalking, they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email and 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.

**OFF CAMPUS RESOURCES**

The Network/La Red (LBGTQ+ Services): 617-742-4911
Boston Area Rape Crisis Center (BARCC) 800-841-8371
Victims Rights Law Center: 617-399-6720
Transition House (Domestic Violence Shelter): 617-661-7203
MA Commission Against Discrimination: 617-994-6000