

# Resources and Information about Discrimination & Discriminatory Harassment



**IDHR**

[idhr.mit.edu](http://idhr.mit.edu)

**617-715-4080**



## What resources are available?

### RESOURCES FOR EMPLOYEES ON CAMPUS

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#### PRIVATE RESOURCES\*

IDHR  
DLC HR Contact  
Managers & Supervisors  
HRO in Central HR

#### CONFIDENTIAL RESOURCES

Ombuds: 617-253-5921  
MyLife Services: 844-405-LIFE  
Chaplains: 617-253-7707

*\* If an employee speaks with a private resource (otherwise known as a Responsible Employee) regarding any form of discrimination or discriminatory harassment, they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to the impacted party via email and ask if they would like to meet and learn more about resources and reporting options available to them. They do not have to agree to meet with IDHR staff.*

### RESOURCES FOR STUDENTS ON CAMPUS

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#### PRIVATE RESOURCES\*

S<sup>3</sup> (Student Support Services)  
Office of Multicultural Programs  
Office of Minority Education  
LBGTQ@MIT  
Institute Community Equity Office  
Office of Graduate Education  
Student Disability Services

#### CONFIDENTIAL RESOURCES

VPR: 617-253-2300  
Ombuds: 617-253-5921  
Chaplains: 617-253-7707  
MIT Medical (Urgent Care):  
617-253-4481  
Student Mental Health &  
Counseling: 617-253-2916

*\* If a student speaks 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 the student via email and ask if they would like to meet and learn more about resources and reporting options available to them. They do not have to agree to meet with IDHR staff.*

### OFF CAMPUS RESOURCES FOR EMPLOYEES AND STUDENTS

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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  
U.S. Equal Employment Opportunity Commission: 800-669-4000  
MA Commission Against Discrimination: 617-994-6000



## 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](https://policies.mit.edu) for employee policies
- [handbook.mit.edu](https://handbook.mit.edu) for student policies



## What can I do if I'm the target of discriminatory behavior?

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

Here are resources that can help you learn more about the ways MIT can support you:

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

You can talk to any of these resources to learn more about the policies, processes, supportive measures, informal/alternative dispute resolution pathways, 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.



## What about sexual harassment?

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. A subset of Sexual Harassment cases may fall under the definition of Title IX, a federal law prohibiting gender discrimination. Please see IDHR website for a complete description of Title IX policies and procedures.

### **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](https://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](https://idhr.mit.edu)

# What can IDHR do for you?

**IDHR'S MISSION:** MIT is committed to providing a working, living, and learning environment free from 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 (IDHR) Office supports community members who have experienced harm to access supportive measures, informal/alternative dispute resolution processes, and the formal complaint process. .

## IDHR SERVICES:

- 1. Education and Training:** We are available to train groups about IDHR services, what it means to be a responsible employee, MIT policies, reporting options and rights, MIT data on discrimination and harassment, bystander intervention, and how to promote inclusive environments.
- 2. Supportive Measures:** Our staff can walk you through the different options available to address the harm or prevent its recurrence. Our staff can implement workplace, housing, or academic accommodations; talk to someone about their behavior and its effect on you; and establish a no-contact order;
- 3. Informal/Alternative Dispute Resolution Processes\*** : I/ADR is a voluntary process with the goal of resolving a situation by finding a resolution that the parties and IDHR agree to. Some options include mediation or a facilitated dialogue.
- 4. Formal Complaint 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.

\* For employees — your HR contact in your DLC or your Human Resources Officer in central HR can also provide these services.

