

Consideration for Managers

- ◆ Take reports seriously. Never make light of the situation. Never tell the employee that he or she is just too sensitive. Take immediate and appropriate action.
- ◆ If you witness suspected sexual harassment, don't ignore it. Don't assume that just because everyone is laughing at an offensive joke, etc., that everyone is comfortable with it.
- ◆ You represent UNM even outside of your work setting.

The University of New Mexico is committed to having a working and learning environment that is free from discrimination, including discrimination based on sex (sexual harassment). Please do your part to prevent discrimination at the University of New Mexico.

How to Access OEO Services

Call the phone number listed below and the OEO staff will gladly assist you. We offer bilingual services in Spanish.

Phone: (505) 277-5251

Fax: (505) 277-1356

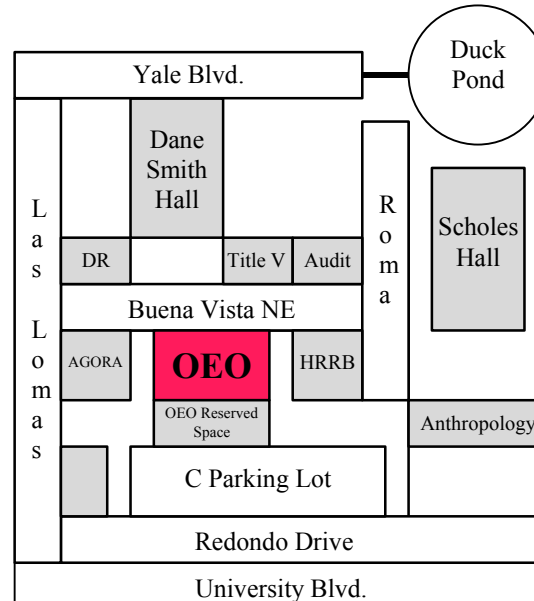
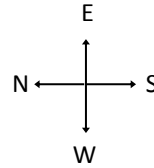
TTY: (505) 277-1745

MSC: MSC05 3150

E-mail: oeounm@unm.edu

Website: <http://oeo.unm.edu/>

Directions to OEO



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Office of Equal Opportunity



UNM

Condensed Anti-Sexual Harassment Training

In keeping with the 2008 Strategic Framework, which designates diversity as a core institutional value, the Office of Equal Opportunity (OEO) promotes and supports the University in fulfilling its vision and mission.

The University of New Mexico is committed to creating and maintaining a community in which students and employees can learn and work together in an atmosphere that is free from all forms of disrespectful conduct, harassment, exploitation or intimidation, including sexual.

UNM Policies

- ◆ #3780 Sexual harassment is prohibited. Behavior violating this policy will be prevented, corrected, and, when necessary, disciplined.
<http://www.unm.edu/~ubppm/ubppmanual/3780.htm>
- ◆ #2200 People reporting suspected sexual harassment and/or other civil rights violations are protected from retaliation. They are protected when supporting others in asserting their civil rights. Interference with an investigation or with reporting suspected misconduct is prohibited.
<http://www.unm.edu/~ubppm/ubppmanual/2200.htm>

What is sexual harassment?

Behavior of a sexual nature that is unwelcome. It may be physical, verbal (conversations, voicemail, etc.), written (e-mail, text messaging, etc.), or visual.

Why be concerned?

Sexual harassment subverts the mission of UNM. It violates Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972. Sexual harassment prevents students from learning and faculty/staff from doing their jobs.

Who can experience sexual harassment?

Females, males, faculty, students, staff, supervisors, subordinates, direct targets of harassment, visitors, contract workers, and/or third parties such as bystanders or witnesses. A power differential is often involved but does not have to be present.

Who can commit sexual harassment?

Females, males, people of the same gender, faculty, students, staff, supervisors, subordinates, visitors, and/or contract workers.

Types of sexual harassment:

1. **Quid Pro Quo (this for that):** Academic or employment decisions are based upon a person's submission to, or refusal of, sexual requests.
2. **Hostile Environment:** An offensive, hostile or intimidating environment that unreasonably interferes with work or academics. Offensive conduct may be frequent, severe, or both. The totality of circumstances is examined.

Intent vs. impact

Intent is irrelevant! The impact of behavior is analyzed according to the reasonable person standard. If you are in doubt about the appropriateness of an action, don't do it.

Why don't people report?

Many are afraid of retaliation or harmful rumors. Others may think that no one will believe them or take them seriously. Sometimes, people believe that the offensive conduct will stop if they ignore it. Offensive behavior rarely stops on its own.

How to report

Contact the Office of Equal Opportunity (OEO), Human Resources, Dispute Resolution, your supervisor, or your academic dean if you witness or are made aware of suspected sexual harassment or other civil rights violations. You may contact OEO if you are not sure about the nature of an incident or if you need advice or information.

Considerations for instructors

1. You are responsible for your own conduct, the conduct of your students, and for the behavior of others (such as guests) in the classroom.
2. Don't make light of a situation. If someone reports concerns about sexual harassment, listen but don't be judgmental. Take immediate and appropriate action. If someone reports concerns about sexual harassment, listen but don't be judgmental. Take immediate and appropriate action.
3. You represent UNM even outside of the classroom or university setting.