

DISCRIMINATION & HARASSMENT

Discrimination exists when one is subjected to negative or adverse treatment, based on one or more protected characteristics, that denies or limits the person's ability to obtain educational benefits.

Harassment, a form of discrimination, exists in two forms:

- 1. Quid Pro Quo Sexual Harassment**
Promising or withholding educational benefits based upon acquiescence to sexual conduct.
- 2. Hostile Work Environment**
Unwelcome conduct that is severe or pervasive, based on a protected characteristic, that denies or limits participation in the University's programs/activities.

MANDATORY REPORTING

University employees, including graduate assistants, teaching assistants, and research assistants, are **REQUIRED** to report incidents of harassment or discrimination (including incidents of gender violence) to the **Equal Opportunity Compliance Coordinator** under the following circumstances:

- If a situation involving a student is brought to the employee's attention, is reported to the employee, or is witnessed by the employee.
- If the employee serves in a supervisory capacity, and a report of such behavior is brought to the employee's attention by any member of the University community, including visitors.

The Equal Opportunity Compliance Coordinator can be reached at:

Alumni Memorial Building
27 Memorial Drive West
610-758-3535
eocc@lehigh.edu

CONFIDENTIAL RESOURCES

Students who wish to talk confidentially about harassment or discrimination they may have witnessed or experienced without initiating a report or investigation can contact the following resources:

Counseling & Psychological Services	Chaplain's Office
The Dialogue Center	The Dialogue Center
Johnson Hall, 4th Floor	661 Taylor Street
610-758-3880	610-758-3877

Only conversations with confidential resources remain confidential (not shared without permission); information shared with any other University employee is kept private to the extent possible but will be reported to the Equal Opportunity Compliance Coordinator.

NON-CONFIDENTIAL UNIVERSITY RESOURCES & SUPPORT

Office of Gender Violence Education & Support
University Center, C108/C109 610-758-1303

Advocates
610-758-4763

Health & Wellness Center
Johnson Hall, 3rd Floor 610-758-3870

Office of Student Conduct & Community Expectations
Williams Hall, Suite 320 610-758-4632

Women's Center
University Center, C207 610-758-6484

Office of Multicultural Affairs
University Center, C203 610-758-5973

The Pride Center
University Center, B202 610-758-4126

Graduate Student Life Office
217 W. Packer Ave. 610-758-3648



LEHIGH
UNIVERSITY

GRADUATE STUDENTS

**Harassment
&
Discrimination**

Lehigh University strives to provide an educational, working, curricular, social and living environment for all students that is free from harassment and discrimination on the basis of age, color, disability, gender, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by applicable law. To discuss options or to file a complaint and pursue a University investigation, contact:

Karen A. Salvemini
Equal Opportunity Compliance Coordinator
Alumni Memorial Building
27 Memorial Drive West
610-758-3535
eocc@lehigh.edu

In case of an emergency, or if you would like to file a criminal report, contact:

Lehigh University Police Department
321 East Packer Avenue
610-758-4200

REPORTING OPTIONS

You may file both a criminal and a University complaint regarding incidents of harassment, discrimination, retaliation, or bias. Filing a criminal complaint is separate from the University's policies and procedures.

You may also file a complaint about harassment, discrimination, retaliation, or bias simultaneously with LUPD and the University by completing the Discrimination, Harassment, Retaliation or Bias Incident Reporting Form at go.lehigh.edu/harassment.

INTERIM AND REMEDIAL MEASURES

Even without making a formal report, the University can provide medical and/or academic support and any other needed support, such as:

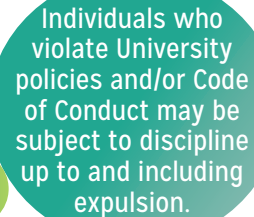
- Reassignment of your University residence
- Adjustments to your academic schedule
- Issuance of University no-contact orders



For a complete description of the University's Student Code of Conduct, visit: studentaffairs.lehigh.edu/handbook

UNIVERSITY PROCESS

The Equal Opportunity Compliance Coordinator oversees the University's resolution process for matters involving harassment, discrimination, or retaliation. Complaints can be resolved through an informal or formal process.



Individuals who violate University policies and/or Code of Conduct may be subject to discipline up to and including expulsion.

Informal Resolution Process

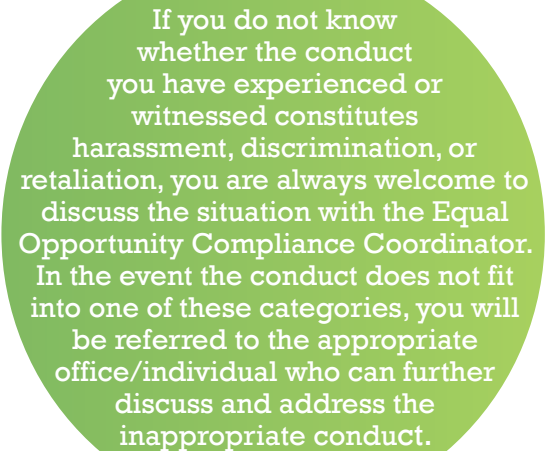
- Voluntary
- Assigned to trained staff or faculty member to facilitate a resolution
- Assessed to determine whether formal action is needed

Formal Resolution Process

- An investigation is conducted by the Equal Opportunity Compliance Coordinator and a trained co-investigator (typically a member of the Dean of Students staff).
- Notice of the complaint and applicable policies and procedures are provided to parties.
- Investigators conduct interviews and review and gather evidence and prepare a report containing factual findings and recommendations.
- A three-member panel comprised of faculty and staff review the report and determine if it is more likely than not that a violation of University policy occurred.
- If a violation is found, the Office of Student Conduct determines appropriate sanctions and/or remedies.
- Both parties are notified of the decision and of the right to appeal. The respondent, and in limited circumstances, the complainant, will be notified of the sanctions/remedies if applicable.

RETALIATION

University policy prohibits retaliation, including retaliatory harassment, against anyone who reports, is a witness to, or is otherwise involved in the reporting, investigation, or resolution of an incident of harassment, discrimination, or other applicable violations of University policy or the law. In the event an individual believes that they have been retaliated against, an independent investigation will be conducted and appropriate disciplinary action will be taken. Incidents of retaliation should be reported to the Equal Opportunity Compliance Coordinator.



If you do not know whether the conduct you have experienced or witnessed constitutes harassment, discrimination, or retaliation, you are always welcome to discuss the situation with the Equal Opportunity Compliance Coordinator. In the event the conduct does not fit into one of these categories, you will be referred to the appropriate office/individual who can further discuss and address the inappropriate conduct.

COMMITMENT TO A SAFE AND SUPPORTIVE COMMUNITY

Lehigh University is committed to preventing and addressing harassment, discrimination, retaliation, and sexual misconduct in its campus community. Such behavior is unacceptable and will not be tolerated. The University encourages the reporting of discrimination, harassment, retaliation, and sexual misconduct when it occurs. The University takes steps to respond promptly and effectively to allegations of such behavior. The University will promptly investigate such incidents and take appropriate action.