

Resources and Information about Discrimination & Discriminatory Harassment



IDHR

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 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, adaptable 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. Adaptable Dispute Resolution Processes* :** 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 through an investigative process.

* For employees — 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 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:

MIT prohibits any member of the community from retaliating against any person who, in good faith,:

- raises concerns about a possible violation of MIT policy or other wrongdoing; or
- participates in any Institute complaint resolution process.

This non-retaliation policy applies to those who report an incident, file a complaint, or otherwise raise a concern about a policy violation or other wrongdoing; these individuals are sometimes called whistleblowers.

Examples include adverse employment action, adverse changes to grades or research opportunities, stalking, harassment, threats, or adverse social actions such as exclusion from a group.

The full policy is available online.



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.

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

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

PRIVATE RESOURCES*

S³ (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

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