Contact these offices for assistance or to file a complaint

University of Maine
Office of Associate Vice President for Equity & Student Life 581-2286
Department of Education & Human Development 581-2970
Human Resources Management 581-3703

Report non-discriminatory harassment by an Employee or 3rd Party

For Discriminatory harassment, contact Title IX Coordinator or Employee or 3rd Party.

Office for Civil Rights • U. S. Department of Education • 5 Post Office Square • Boston, MA 02109 • (617) 289-0111

Contact these offices for assistance or to file a complaint

Maine Human Rights Commission • 51 State House Station • Augusta, ME 04333 • (207) 624-6290

RESPONSIBLE CREATION OF SPACE

It matters

Here is a list of everything we do:

➢ We use “more speech” to prevent and stop harassment.

➢ We can:

➢ Actively work to promote a campus climate and work environment that is inclusive and welcoming to all persons.

➢ Be models of the type of civil, constructive manner through speech expected of everyone in the University.

➢ Promptly and clearly speak out against offensive words and actions.

➢ Respectfully and clearly state that offensive words and actions cannot be allowed.

➢ Respond with violence – may provoke a reasonable person to act

➢ Freedom of Speech

➢ Freedom of Speech is a paramount value to our mission.

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The brochure provides information to increase awareness about discriminatory and non-discriminatory harassment. It:

- Identifies harassment and how it differs from non-harassment.
- Explains where to get help if you believe you may be experiencing harassment.
- Describes what to do about harassment and who must report it.
- Identifies discriminatory harassment and non-discriminatory harassment.

UMS Policies Prohibit Harassment

Harassment is conduct that creates a hostile environment and is unwelcome. It must be severe, pervasive, or objectively severe, single or isolated incidents can create a hostile environment. While there is no definition of what constitutes severe behavior, severity may be determined by whether the behavior is physically threatening or intimidating or whether the behavior is likely to be perceived as such by the person experiencing it. It may include behavior that is not intentional but is objectively severe.

WHAT IS HARASSMENT?

Harassment is behavior that is based on a person's protected class status, including race, color, sex, sexual orientation including gender identity and expression, national origin, disability, veteran status, age, or genetic information, or victimization, unprotected traits, or any other characteristic.

WHAT IS DISCRIMINATORY HARASSMENT?

An employee who is new to the University may not be aware of how interactions with other faculty may cross the line between energetic discussion and harassment that creates a hostile environment.

WHAT IS NON-DISCRIMINATORY HARASSMENT?

Non-discriminatory harassment is behavior that is not based on a person's protected class status, including race, color, sex, sexual orientation including gender identity and expression, national origin, disability, veteran status, age, or genetic information, or victimization, unprotected traits, or any other characteristic.

WHAT YOU CAN DO

If you are a student or employee who experiences harassment:

• Discuss the issue of harassment with your colleagues.
• Report the harassment to the appropriate office. If you believe the behavior is severe, you may have a legal obligation to report it to the police as a crime.
• Discuss the issue of harassment with your colleagues.
• Report the harassment to the appropriate office. If you believe the behavior is severe, you may have a legal obligation to report it to the police as a crime.

WHAT IS A HOSTILE ENVIRONMENT?

A hostile environment is created when uninvited behavior is sufficiently severe, pervasive, or objectively severe that it unreasonably interferes with an individual's ability to perform his or her job or participate in educational programs, it is unwelcome behavior that is unwanted and that it needs to stop. You are not required to talk with the person directly, but that is often the simplest and most effective way to get the behavior to stop.

HOW TO REPORT HARASSMENT AND GET HELP

If all situations alleging that a student has engaged in prohibited conduct or non-discriminatory harassment, contact the campus Student Conduct Office...