Quick Reference Guide for Reporting Sexual Misconduct, Harassment or Discrimination

Policies and Reporting Procedures

	Sexual Misconduct and Discrimination Based on Sex	Harassment Based on Protected Group	Discrimination Based on Protected Group
Definitions *(see policies for complete definitions)*	Sexual misconduct can include sexual assault (rape, sexual battery, sexual coercion, or sexual violence), dating and domestic violence, stalking, and violence based on sex. Discrimination based on sex includes discrimination or harassment based on sex (including pregnancy), sexual orientation, gender identity or expression. Sexual harassment can include sexual misconduct, unwelcome sexual advances or requests for sexual favors, or other verbal or physical conduct of a sexual or sex-based nature.	Form of discrimination which involves (1) unwelcome verbal, written, physical, or electronic conduct, (2) intended to cause or which could reasonably be expected to cause an individual or group to feel intimidated, demeaned, abused, or fearful, or to have concern for their personal safety, (3) because of membership in a protected class. The conduct must be sufficiently severe or pervasive, and must objectively and subjective unreasonably interfere with an individual's work or equal access to education or create an intimidating, hostile, or offensive work or academic environment.	Discrimination is (1) any conduct (2) that adversely affects or impacts an individual's or group's ability to function and participate as a member of the University community (3) because of their age, color, disability, domestic violence status, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, or any other status protected by law, or because of their perceived or actual affiliation or association with such individuals or groups.
Examples *(see policies for additional examples)*	Sexual harassment can include: • unnecessary touching, patting, pinching or brushing • sexually degrading words or gestures • verbal sexual abuse or harassment • offensive sexual graffiti, pictures or cartoons	Degrading and derogatory words, graffiti, pictures, jokes, epithets, statements, stereotyping verbal, visual or written messages of intimidation, unwanted physical contact, comments or threats based on membership in a protected group.	Exclusion from or denial of access to services and/or resources based on a person's membership in a protected group.
Policies applying to allegations by a student against a student	Student Sexual Misconduct Policy (all students) Sex-based Incident Proxy Report	Student Misconduct Policy – Policy Against Discrimination and Harassment (all students)	
Policies applying to allegations against employees *(faculty, staff, resident, postdoc)*	Policy 106		

	Sexual Misconduct and Discrimination Based on Sex	Harassment Based on Protected Group	Discrimination Based on Protected Group
Processes for Reporting	**Student** • Student Sexual Misconduct Policy (all students) • Sex-based Proxy Report • Policy 106 (if reporting faculty, staff, resident, postdoc) **Faculty/Staff/Resident/Postdoc** • Policy 106 • Sex-based Proxy Report • Human Resources Business Partner • Program specific dean's office (see links below)	**Student** • Center for Student Conflict Management • Care Network • Bias-Related Concern Report • Policy 106 (if reporting faculty, staff, resident, postdoc) **Faculty/Staff/Staff/Resident/Postdoc** • Policy 106 • Human Resources Business Partner • Program specific dean's office (see links below)	
Institutional Resources	**Morgan Levy, JD** Title IX Coordinator and Equal Opportunity Compliance Director morgan.levy@rochester.edu 585-275-7814 **Lynnett VanSlyke** University Intercessor and Director of Disability Compliance l.vanslyke@rochester.edu 585-275-9125 University Resources & Policies	**Lynnett Van Slyke** University Intercessor and Director of Disability Compliance l.vanslyke@rochester.edu 585-275-9125 **Frederick Jefferson, EdD** University Intercessor jefferson@admin.rochester.edu 585 275-5931 University Resources & Policies	
Program Specific Links to Resources	SMD Medical Student SMD Graduate Student SMD Postdocs	SON Students SON Postdocs	SMD GME SMD Academic Affairs

Index of Important Links

Student Sexual Misconduct Policy
bit.ly/STUDENTSEXUALMISCONDUCTPOLICY

Sex-based Incident Proxy Report
bit.ly/SEXUALMISCONDUCTPROXYREPORT

Policy 106
bit.ly/URPOLICY106

Bias-Related Concern Report
bit.ly/BIASREPORT

Human Resources Business Partner
bit.ly/ROCHESTERHRBP

University Resources & Policies
rochester.edu/respect/resources/

Program Specific Links to Resources

SMD Medical Student
bit.ly/URSMDTEACHERLEARNERPOLICY

SMD Graduate Student
bit.ly/URSMDTRAINEESUPPORTRESOURCES

SMD Postdocs
bit.ly/URSMDTRAINEESUPPORTRESOURCES

SON Students
bit.ly/SONSTUDENTHANDBOOK

SON Postdocs
bit.ly/SONPOSTDOCSPOLICIES

SMD GME
bit.ly/SMDGMEPOLICIES

SMD Academic Affairs
bit.ly/URSMDACADEMICAFFAIRS