

Getting to Know IDHR

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INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE

WHY IS THIS SESSION IMPORTANT?

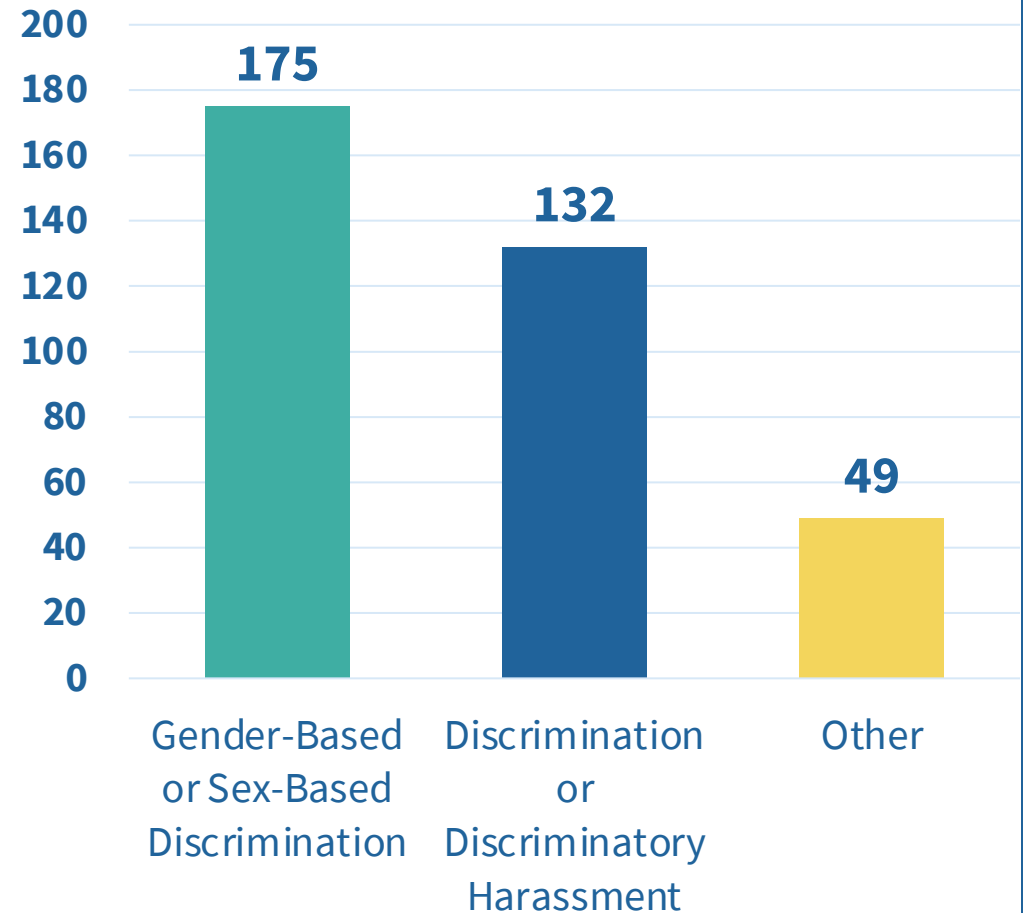
- Because creating safe and inclusive communities **requires all of us.**
- You may have experienced discrimination or discriminatory harassment or be supporting someone who has and may need to access resources on and off campus.
- We have heard loud and clear from our community a desire for more transparency and clearer systems for raising concerns.

Our goal is that everyone knows what resources are available so that they know where to access support if they need it.



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293 Incident Reports in AY 20-21



IN THIS MODULE YOU'LL LEARN:

- What IDHR's purpose and scope is
- Relevant updates to policies and processes
- What services IDHR offers
- How to contact IDHR
- What resources at MIT are confidential
- How you can help promote inclusive environments at MIT



MEET THE TEAM

Intake

Prevention Education



Sarah Rankin
Director &
Title IX
Coordinator



Jamie Sinetar
Case Manager



Bianca Kaushal-
Carter
Manager of
Prevention
Education



Erin Farley
Education
Specialist

Simi Ogunsanwo
Education
Specialist



Vera Grbic
Communications
Coordinator



Sarah Affel
Manager of
Investigations



Justin Brogden
Investigator



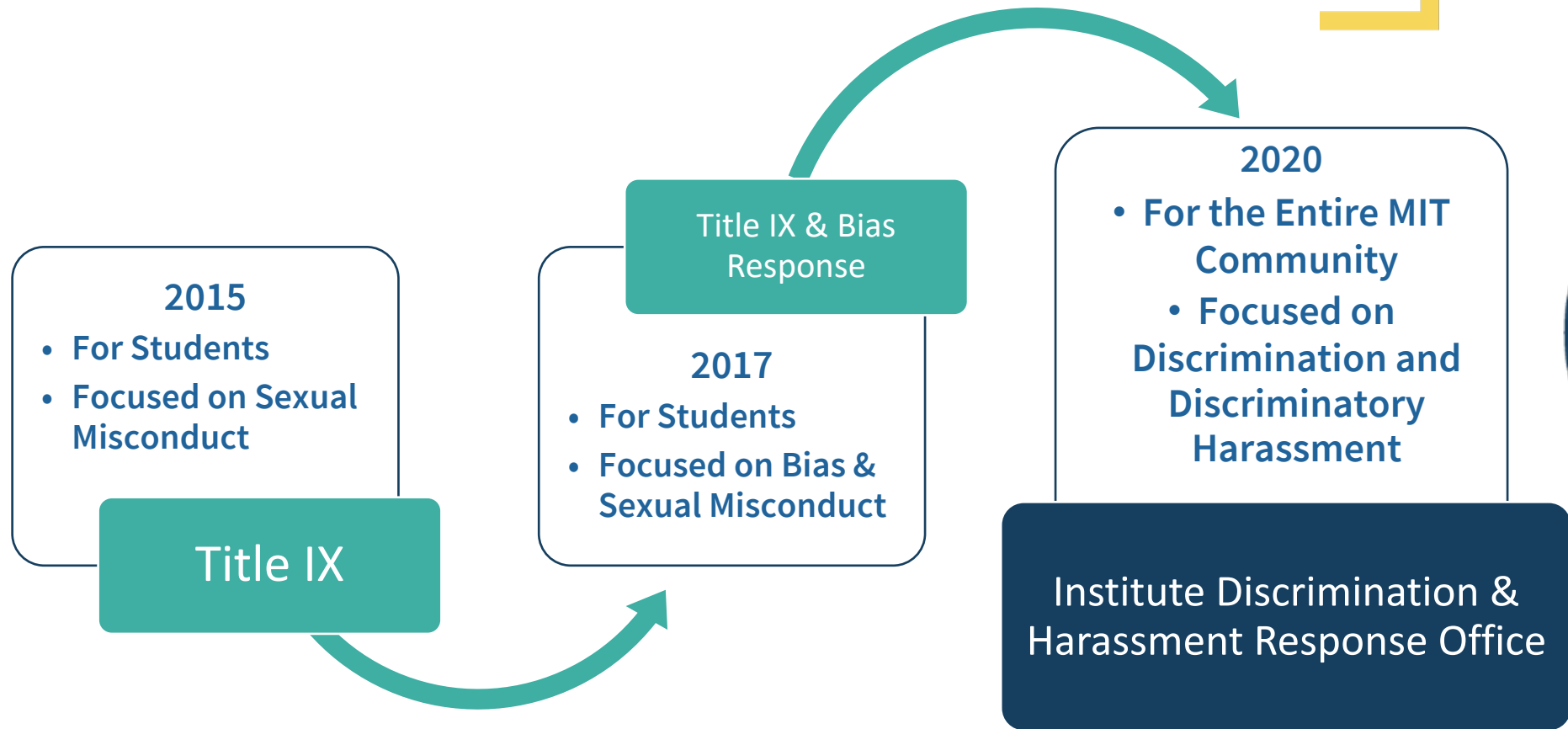
Courtney Wilson
Investigator

Resolution Pathways

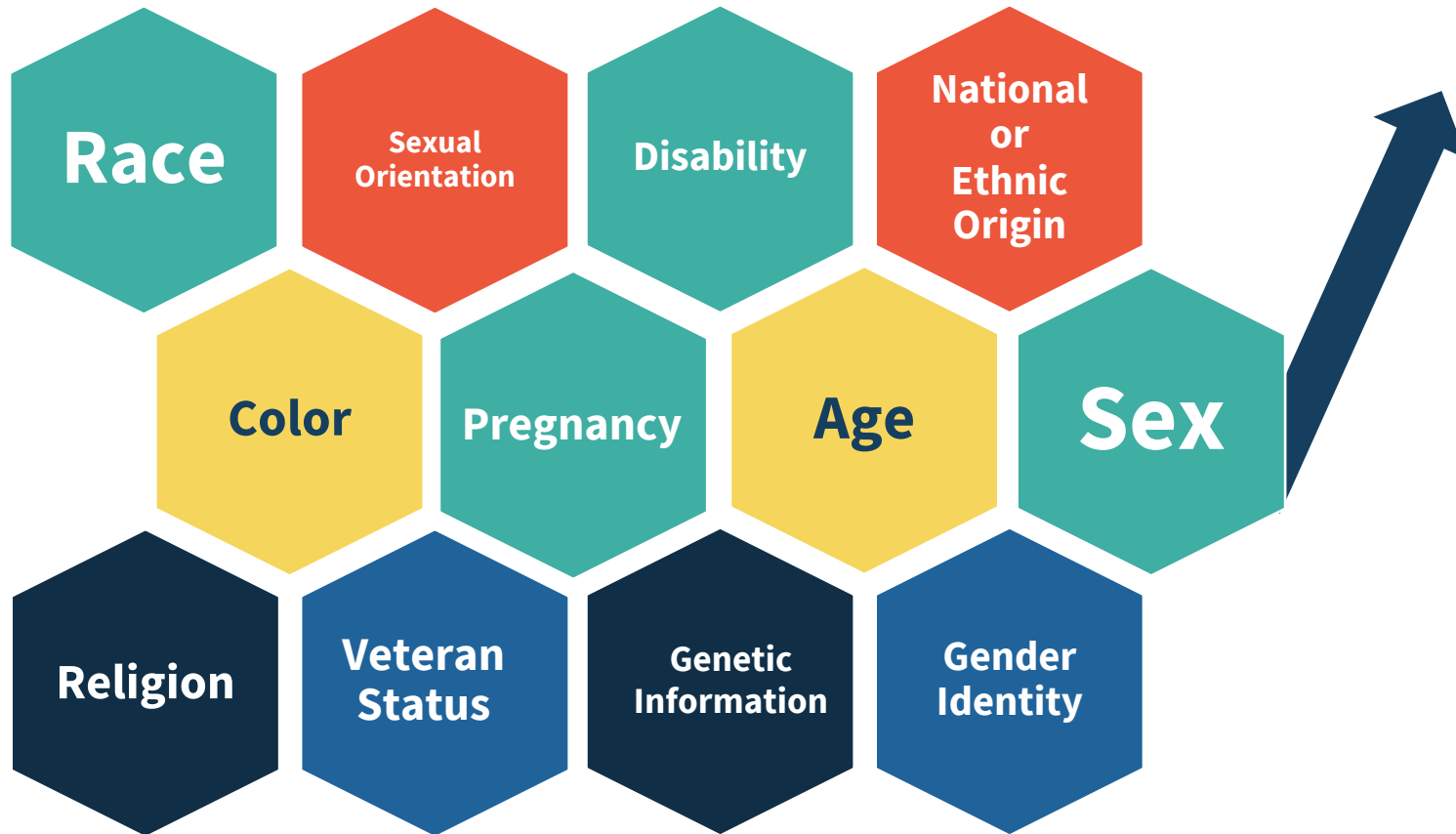


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IDHR'S ORIGIN & PURPOSE



WHAT IS A PROTECTED CLASS?



Bias, Discrimination, and Discriminatory Harassment Based on Sex includes:

- Sexual Assault
- Sexual Harassment
- Dating/Domestic Violence
- Stalking

WHAT IS DISCRIMINATION OR DISCRIMINATORY HARASSMENT?

A violation of any of the following Conduct Policies, when the alleged conduct is based on an **individual's protected class**:

- **Nondiscrimination:** P&P, [Section 9.2](#)/ Mind & Hand Book, Section [II](#)
- **Harassment:** P&P, [Section 9.4](#)/ Mind & Hand Book, Section [II](#)
 - **Title IX Sexual Harassment:** P&P, [Section 9.4.1.4](#)/ Mind & Hand Book, Section [II](#)
- **Racist Conduct:** P&P, [Section 9.3](#)
- **Violence against Community Members:** P&P, [Section 9.6](#)
- **Non-Retaliation:** P&P, [Section 9.7](#)/ Mind & Hand Book, Section [II](#)

You can reach out to us before something rises to the level of a policy violation!



Relevant Updates to Policy

- **Policy 9.3** was updated to increase transparency around actions that can be taken when a faculty member violates an MIT policy.
- **Policy 9.8** was updated to increase clarity around confidentiality during formal complaint processes.
- *In Progress:* **Policy 9.7** is being updated to include more examples of retaliatory behavior as well as proactive ways to prevent retaliation.



WHAT IF I EXPERIENCE HARASSMENT OR UNWELCOME CONDUCT THAT'S NOT BASED ON A PROTECTED CLASS?

There are other MIT resources that handle issues not related to discrimination/discriminatory harassment including bullying, toxic environments, performance reviews, salary classification, academic decisions, and conflict with others.

For employees:

- Central HR
- DLC HR professionals
- Vice President for Research Office

For students:

- The Office of Student Conduct and Community Standards
- Vice President for Research Office

If you're not sure which resource is best for your situation you can reach out to any of these offices for assistance.



WHAT DOES IDHR DO?



Prevention Education

- Trainings on policies, resources, reporting options, and promoting inclusive environments



Supportive Measures

- Non-punitive individualized services offered to restore or preserve access to the Institute's education program or activity



Resolution Options

- Formal Complaint Process
- Adaptable Resolution Processes



Patterns and Trends

- Track patterns and trends across the Institute
- Share data in IDHR Annual Report



HOW TO REPORT TO IDHR DIRECTLY



MIT prohibits retaliating against any person who, in good faith, raises concerns about a possible policy violation or participates in a complaint process.

“Reporting” just means
letting us know
something has occurred

You may submit this
form anonymously



Incident Reporting Form
idhr.mit.edu



Email
idhr@mit.edu

great way to get
answers to a quick
question



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OTHER REPORTING OPTIONS

REPORT TO MIT POLICE police.mit.edu

For criminal legal assistance

- **Separate from MIT processes**
- Anonymous Reporting Available for Sexual Misconduct
- Can connect to other local police departments

REPORT USING MIT HOTLINE hotline.mit.edu

For whistleblowers and MIT policy violations

- Anonymous Reporting Available
- Third party vendor
- Phone/online

REPORT VIA RESPONSIBLE EMPLOYEE TO IDHR

For discrimination and discriminatory harassment

- Most staff and faculty are responsible employees for student disclosures of gender-based discrimination.
- Connect with a person you have rapport with so that there is a warm referral to IDHR



HOW DOES IDHR RESPOND WHEN YOU SUBMIT AN INCIDENT REPORT?

IDHR staff will reach out via email with a request to meet to discuss:

- Resources
- Supportive Measures
- Resolution Pathways

IDHR staff will assess the report for safety threats, and the Institute will take action when necessary to ensure campus safety though **the impacted individual is never required to participate in that process.**



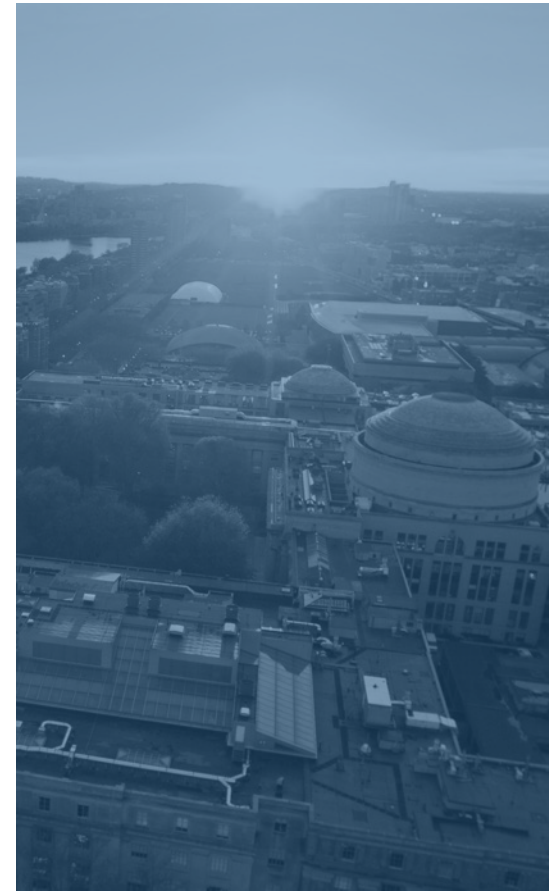
SUPPORTIVE MEASURES

Available to anyone regardless of desire to pursue resolution processes with our office.

- Academic Support
- Housing Modifications
- Workplace Modifications
- No-Contact Orders
- Educational Conversation

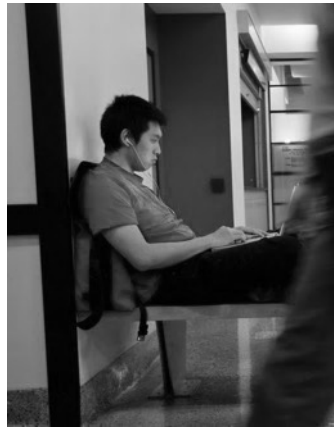
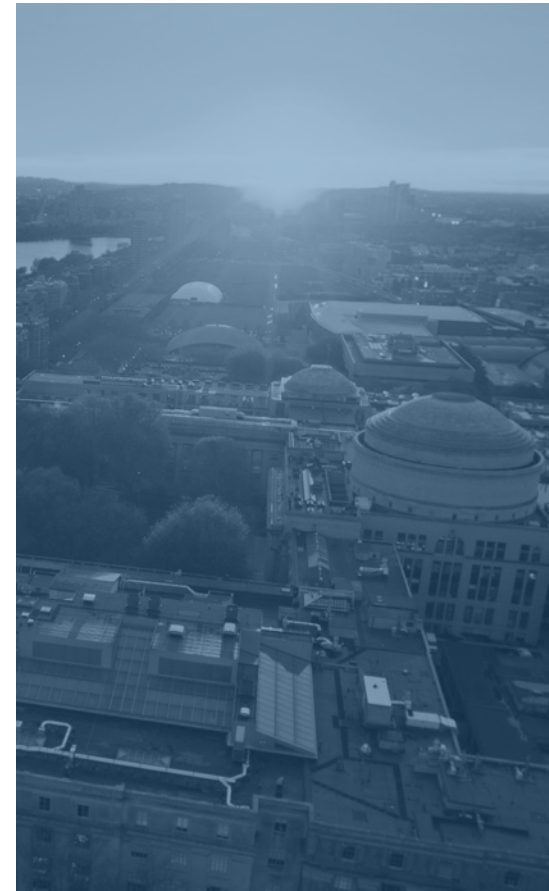


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RESOLUTION PROCESSES

- There are different options to choose from depending on the desired outcome:
 - Adaptable Resolution Process
 - Formal Complaint Process



**SOMETIMES
PEOPLE
AREN'T READY
TO TALK TO US
WHICH IS WHY
WE HAVE
CONFIDENTIAL
RESOURCES!**

**Why might someone
be hesitant to reach
out to an office like
IDHR?**



Tip: Unmute to share your responses.



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CONFIDENTIAL SUPPORT RESOURCES AT MIT



VIOLENCE PREVENTION AND RESPONSE

- Sexual assault, sexual harassment, dating/domestic violence, and stalking
- Emotional Support
- Medical & Legal Assistance

MIT MEDICAL & STUDENT MENTAL HEALTH AND COUNSELING

- Counseling
- Referrals to Non-MIT Clinicians
- Prescriptions
- Urgent Care
- Confidential Testing for STIs
- Routine Checkups

OMBUDS OFFICE

- Constructively manage concerns and conflicts
- Communication Coaching
- Group Facilitation
- Informal Mediation

CHAPLAINS

- Confidential counseling
- Crisis support
- Religious, spiritual, and educational programming

MYLIFE SERVICES

- **Employees Only**
- 24/7 access
- Stress Reduction
- Individual & Family Counseling
- Career Assessment
- Crisis Intervention

HOW CAN YOU SUPPORT MIT'S MISSION TO PROMOTE INCLUSIVE ENVIRONMENTS?

Responsively



Support Colleagues
in Distress



Be an Active
Bystander

Proactively



Learn MIT Resources



Practice & Self-Reflect



Have Deeper Conversations
in Community





SO MUCH INFORMATION!

- We know that there is so much to cover when it comes to policies, resources, and processes.
- You don't have to know all the answers and you don't have to guess. We want you to know you can reach out to us or a confidential resource for support.
- You can schedule a training through our education team to bring this information to your group by reaching out to idhr-education@mit.edu.
- To connect with IDHR directly, you can email idhr@mit.edu
- IDHR website: idhr.mit.edu



Promoting Inclusive Environments



IDHR

Institute Discrimination &
Harassment Response Office

— IDHR.MIT.EDU —

