Getting to Know IDHR

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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.
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
IDHR’S ORIGIN & PURPOSE

2015
- For Students
- Focused on Sexual Misconduct

Title IX

2017
- For Students
- Focused on Bias & Sexual Misconduct

Title IX & Bias Response

2020
- For the Entire MIT Community
- Focused on Discrimination and Discriminatory Harassment

Institute Discrimination & Harassment Response Office
WHAT IS A PROTECTED CLASS?

Bias, Discrimination, and Discriminatory Harassment Based on Sex includes:
- Sexual Assault
- Sexual Harassment
- Dating/Domestic Violence
- Stalking

These categories are based on federal and state law, as well as MIT policies.
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!
• **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

Resolution Options

• Formal Complaint Process
• Adaptable Resolution Processes

Supportive Measures

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

Patterns and Trends

• Track patterns and trends across the Institute
• Share data in IDHR Annual Report
HOW TO REPORT TO IDHR DIRECTLY

“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

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

INSTITUTE DISCRIMINATION & HARASSMENT RESPONSE OFFICE
## 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
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!

Tip: Unmute to share your responses.

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