

# Counseling Services

Princeton University Health Services



## Harassment Based on Sexual Orientation

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### Policy Statement \*

Respect for the rights, privileges and sensibilities of each other is essential in preserving the spirit of the community of Princeton. Actions which make the atmosphere intimidating, threatening or hostile to individuals are therefore regarded as serious offenses. Abusive or harassing behavior, verbal or physical, which demeans, intimidates, threatens or injures another because of his or her personal characteristics or beliefs is subject to University disciplinary sanctions... Examples of personal characteristics or beliefs include but are not limited to sex, sexual orientation, race, ethnicity, national origin, religion and handicap. Making tolerance of such behavior or submission to it a condition of employment, evaluation, compensation or advancement is an especially serious offense.

Princeton University strives to be an intellectual and residential community in which all members

## Harassment based on Sexual Orientation

### Q & A

can participate fully and equally in an atmosphere free from all manifestations of bias and from all forms of harassment, exploitation or intimidation. As an intellectual community, it attaches great value to freedom of expressions of vigorous debate, but it also attaches great importance to mutual respect, and it deplors expressions of hatred directed against any individual or group. The University seeks to promote the full inclusion of all members and groups in every aspect of University life.

*\*University-wide Conduct Regulations (excerpted text from Princeton University handbook; Rights, Rules, Responsibilities. Respect for Others.*

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## Responding to Harassment Based On Sexual Orientation

If you witness or experience harassment or discrimination based on sexual orientation, the SHARE office (258-3310) provides a completely confidential place to discuss your concerns, obtain information, and get advice or help with filing a private report or initiating a complaint. In addition, you may report the incident to the LGB Coordinator in the Office of the Dean of Undergraduate Students (258-1353), the Office of Public Safety (258-3134), your representative in the Office of Human Resources (258-3275), or staff members in the Office of the Associate Dean of the Faculty (258-3022). The associate provost (258-6110), the ombuds officer (258-1775), deans of undergraduate students, human resources representatives, associate deans of the faculty, directors of studies, and the director of SHARE (258-3310) are available to answer questions and provide information on University policies and procedures for resolving conflicts between individuals and/or groups based on harassment or

discrimination.

Generally, complaints can be resolved through the University's informal complaint processes. However, if the complaint is not resolved informally, or if it is deemed to be inappropriate for informal resolution, a formal complaint may be initiated. Information about the University's informal and formal complaint procedures may be found in Rights, Rules, Responsibilities, the Policy and Procedure Manual published by the Office of Human Resources, the SHARE office, the University Ombuds Office, the Office of Human Resources, and the Office of the Dean of the Faculty.

## Campus Resources

from: "[The Source: A resource guide for the lesbian, gay, bisexual, and transgendered \(LGBT\) Community and Friends](#)"

- Lesbian Gay Bisexual Concerns Coordinator (258-1353)
- The Women's Center (258-1775)
- The University Ombudsman (258-1875)
- Human Resources (258-3275)
  - Employee Assistance Program (258-1875)
  - Benefits (258-3302)
- Office of the Dean of the Faculty (258-3024)
- Office of the Associate Provost
- SHARE office (258-3310)



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