Office of Institutional Equity

Tulane is committed to providing equal opportunities and maintaining a campus environment where all individuals are treated with respect and dignity in an environment free from discrimination or harassment. Tulane’s Office of Institutional Equity serves as an objective fact finder to impartially investigate possible violations of Tulane’s Equal Employment/Anti-Discrimination Policies.

Tulane’s Policies

Tulane does not tolerate discrimination or harassment. All members of the University community, including faculty, staff, and students, are bound by Tulane’s policies, which prohibit discrimination based on:

- Age
- Disability
- Marital Status
- Pregnancy
- Citizenship Status
- Genetic Information
- Gender Expression
- Gender Identity
- Race/Color
- Military Status
- National Origin
- Religion
- Sexual Orientation
- Sex/Gender
- Veteran Status

Department of Federal Law

Title VII prohibits discrimination based on race, color, religion, sex, and national origin. Sex discrimination includes: sexual harassment and same-sex sexual harassment. Additional laws prohibit discrimination based on age, pregnancy, disability, or military activity.

Title IX prohibits sex discrimination, sexual harassment, and sexual violence in all student services and academic programs including, admissions, financial aid, advising, housing, athletics, recreational services, classroom assignments, health services, grading and counseling.

Sexual harassment is a form of sex discrimination prohibited under Title IX and will not be tolerated at Tulane University. Inquiries involving Title IX will be referred to Tulane’s Title IX Coordinator, Deborah Love.

Harassment Prevention

Understanding Harassment

Remember:
- You have the right to object to offensive behavior even if others appear to find the behavior acceptable.
- Avoid behavior that could be perceived or interpreted as harassing.
- Don’t engage in behavior you wouldn’t be comfortable having published in the newspaper.
- Supervisors have a heightened responsibility to prevent harassment and, in some instances, can be held personally responsible for violations.
- Tulane prohibits retaliation against anyone who files a good faith complaint and those who participate in an investigation.

Campus Resources

Student Affairs (504) 314-2188
Counseling Center (ERC) (504) 865-5113
Public Safety (504) 865-5381
Student Health (504) 865-5255
Student Resources (504) 314-2160
Tulane CAPS (504) 314-2277
SAPHE (504) 654-9543
Newcomb-Tulane College (504) 865-5720
Office of Multicultural Affairs (504) 865-5181
Office of Student Conduct (504) 865-5180
Office of Violence Prevention (504) 314-2161
& Support Services
Student Health Center (504) 865-5255
T.U.P.D. (504) 865-5911

REPORT A COMPLAINT:
Tulane.edu/studentaffairs/concerns.cfm

Tel: (504) 862-8083

Intent vs. Impact

Intent is not relevant in determining whether or not behavior violates Tulane’s policy. Behavior that is unwanted, unwelcome, and adversely impacts the work and academic environment is prohibited.

**Examples**

Inappropriate conduct can include:
- Inappropriate texts; sexting
- Explicit e-mails, photos, or jokes
- Requests for sexual favors
- Suggesting that submission/rejection of sexual advances will be a factor in employment or academic decisions
- Insensitivity about transgender issues
- Sexual activity with someone unable to consent because of age, impairment, or incapacity

Stop Harassment

One of the best and most effective weapons against harassment is prevention. Most harassment can be prevented if we accept responsibility for creating and maintaining an environment free from harassment.

Managing discriminatory or harassing behavior does not mean creating sterile classrooms or workplaces. Employees and students who can laugh, joke, and work together will be happier and more productive. To succeed, we must ensure that students and employees treat each other with respect.

Harassment concerns can often be prevented if individuals take steps to understand their rights and responsibilities and take action such as:
- Discourage meeting offsite or at social venues.
- Speak up and tell someone if their behavior is unwanted or offensive.
- Specify what behavior will not be tolerated.
- Stress respect for others, freedom from harassment, and intimidation for all members of the community.

What is Harassment?

Harassment prevention is not just about sexual harassment. Anyone can be a victim of harassment. Harassment is conduct that denigrates or shows hostility or aversion to an individual. Harassment to an individual based on any of the characteristics protected by Tulane’s Equal Opportunity/Anti-Discrimination Policies is prohibited.

Sexual Harassment is Discrimination

Sexual Harassment is unwelcome conduct of a sexual nature. It can include sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct that adversely impacts a person’s work or academic environment. Harassment can create a hostile environment if it is severe or pervasive.

Women and Men Have Different Perspectives

Men and women often have different perspectives on sexual harassment and may be unable to understand the real meaning or intent of the other gender. The reasons for these differences are myriad and complex, but it is important for both genders to know that assumptions you make in good faith about another’s behavior may be invalid. Knowing this, exercise restraint before acting on assumptions that may prove to be wrong.