

Responding to Harassment of Graduate Students: a Quick Reference Guide

Context

The University of Minnesota is committed to a working and learning environment that is respectful, collegial, and free of harassment. Harassment can include offensive, intimidating, or hostile behavior that interferes with your students' abilities to work or learn, such as threatening or demeaning language.

Resources

Student Conflict Resolution Center

www.sos.umn.edu
612.626.0689, 254 Appleby Hall
Contact: Jan Morse

Boynton Mental Health

www.boynton.umn.edu
612.624.1444, 410 Church St SE
Contact: Matt Hanson

Office for Conflict Resolution

www.ocr.umn.edu
612.624.1030, 662 Heller Hall
Contact: Tamar Gronvall

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Taking Action

If a student approaches you with a concern about having observed or experienced harassing or uncivil behavior, consider the following suggestions/recommendations:

- Take the student seriously and listen to their concerns.
 - Ask questions to get a better idea about the scope and nature of the student's concerns regarding this experience and its impact on the work/learning environment.
 - Check with the student to ensure that you understand the specific concerns from the student's point of view.
 - Assist the student with developing ideas about how to address the concerns and in listing possible resources/options to begin resolving concerns.
- As a general rule, obtain the student's permission before contacting anyone else about the issues and concerns. Some resources including those listed can be consulted confidentially.
 - If you need assistance with framing your response to a student's concerns, you may want to consult your department chair or a contact listed to the left.



- Schedule follow-up meetings as needed to hear about and assess progress toward resolving the student's concerns.