

Options for Individuals Experiencing Harassment

The Aurora Center for Advocacy & Education, The University of Minnesota

If you are experiencing sexual harassment, look through this list and identify some options that feel safe to you.

OPTION 1: Speak with a confidential advocate, therapist, or doctor to safety plan how to address the harassment.

OPTION 2: In person or via text, email, letter, etc., tell the harasser to stop their behavior.

- Tell the person what actions are concerning. State your observations and identify the facts about their behavior.
- Tell the person how their actions make you feel. For instance, if you are angry or frightened, say so. Let them know how their behavior impacts you.
- Tell the harasser what you want from them: an apology, a cease in contact, your possessions back, etc. If you want contact to stop, directly say, **“Do not contact me ever again.”**
- Keep evidence of correspondence; written or verbal. If they do not change their behavior, you can use it to show that you tried to stop the harassment.
- If you choose to address them in person, role play with a friend to plan or bring a support person with you to the meeting if you feel unsafe. Choose a neutral or safe space to meet.

OPTION 3: If a colleague is harassing you, inform your supervisor about the harassment and your concerns. They should report it to HR to address the behavior and provide you with resources.

OPTION 4: Ask a counselor, police officer, or someone you trust to help you hold a direct confrontation with the person who is bothering you.

OPTION 5: Report to the Equal Opportunity and Affirmative Action (EOAA) Office, also known as the Title IX Office, on the UMN-TC campus, or to your Title IX campus contact. They are not confidential but can investigate the misconduct from a neutral standpoint. If the harasser is a student, they will coordinate with the student conduct office to communicate the investigation outcome and then decide any sanctions. If the harasser is staff or faculty, their HR department will address the concern and decide what happens next. Additionally, the UMN Ethics Point webpage is available to submit an anonymous report.

OPTION 6: Petition for a Harassment Restraining Order. An advocate can help you write this and will explain the process to you. This step should come after the harasser was told to stop their harassing behavior but continued anyway.

OPTION 7: Contact police. They may be able to contact the harasser and tell them to stop. You have the option of filing a police report for harassment, which potentially could lead to criminal charges.

Keep all screenshots, emails, text messages, and any documentation that could be used as evidence.

You do not deserve to be harassed.

Taking action, while often scary, is likely necessary for the harasser to stop their behavior. Above all, take care of yourself. You are not to blame, and you are not doing anything wrong in reporting the harassment. Seek support from your friends, find a counselor or advocate to help you through the problem.

Adapted from resources by the Office of Equal Opportunity and Affirmative Action, The University of Minnesota.

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