

Options for Individuals Experiencing Harassment

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

OPTION 1: Speak with your 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 of theirs you find offensive. State the facts clearly without dramatizing them.
- Tell the person how their actions made you feel. For instance, if you were angry or frightened, say so. This is the part of the communication to let them know how their behavior affected you.
- Tell the harasser what you want from them from now on. You want an apology, you never want to talk to them again, you want your possessions back -- say whatever it is. If you want contact to stop, be sure to directly say, "**Do not contact me ever again.**"
- If you sent correspondence, keep evidence of it. If they do not change their behavior, you can use it to show that you tried to stop what was happening.
- If you choose to address them in person, role play with a friend first to plan, or bring a support person with you to the meeting if you feel unsafe.

OPTION 3: 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), also known as the Title IX Office, on the UMN-TC campus, or to your Title IX campus contact. They are not confidential and 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.

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.

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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