

REPORTING SEXUAL MISCONDUCT, BIAS, DISCRIMINATION AND/OR RETALIATION

Princeton University prohibits acts of discrimination or harassment based on protected characteristics. These instances are reported to the Office of Institutional Equity and Diversity and its subsidiary unit, the Office of Gender Equity and Title IX Administration. Reporting at this level allows these offices to help departments address these issues both as individual instances and as larger climate issues.

Upon receiving a report of sexual misconduct, bias, discrimination, and/or retaliation, the appropriate member of the Provost's Institutional Equity and Inclusion team will be in touch with the person making the report regarding available next steps under the University policy as outlined in [Rights, Rules, and Responsibilities](#).

We understand that deciding to report these matters can be difficult, especially if there is a fear of retaliation or if the reporting and internal investigative process seems inaccessible. Please be assured that Princeton University and the Department of Chemistry are committed to fostering an environment that is free from inequity and supportive of any community members who need to use this reporting process.

	SEXUAL MISCONDUCT	BIAS AND DISCRIMINATION	RETALIATION
What does this mean?	Sexual misconduct is discrimination on the basis of sex in the University's programs and activities. Sexual misconduct includes sexual harassment, sexual assault, stalking and dating/domestic violence.	Bias is a broad category of behaviors including discrimination, harassment, and other actions which demean or intimidate individuals or groups because of personal characteristics, beliefs, or expression. Discrimination is adverse treatment of an individual based on a protected characteristic regardless of individual merit.	The University expressly prohibits any form of retaliatory action against any member of the University community who in good faith: (1) files a report, complaint or grievance under University policy (or with an external entity); (2) opposes in a reasonable manner an action or policy believed to constitute a violation of University policy; or (3) participates in University investigations, compliance reviews, or discipline proceedings under University policy. Depending on the circumstances referenced above, retaliatory acts may include (but are not limited to): adverse employment action, adverse action relating to participation in an educational or work-related program, unreasonably interfering with the academic or professional career of another individual, engaging in efforts to have others engage in retaliatory behavior on one's behalf.
Which office handles this type of report?	Office of Gender Equity and Title IX Administration ptitleix@princeton.edu	Office of the Provost, Institutional Equity and Diversity bias@princeton.edu or the reporting form found at Inclusive Princeton .	Office of the Provost, Institutional Equity and Inclusion Cheri Burgess, Director of Institutional Equity clawson@princeton.edu , or Office of Gender Equity and Title IX Administration
Are there confidential resources in Frick?	No, everyone on the Department of Chemistry faculty and staff are mandatory reporters. This means they have certain reporting obligations with respect to emergencies, sexual misconduct, and other potentially illegal activity. A trusted member of the faculty or staff, like your PI, the Department Chair, Director of Graduate Studies, Director of Undergraduate Studies, Manager of Diversity Initiatives, or a member of the student services team can help you find the appropriate university resources for your situation and support you through the reporting process.		
Are there any confidential resources on campus with whom to discuss a concern before/while reporting ?	Yes, the Sexual Harassment/Assault Advising Resources and Education (SHARE) Office , Womanspace , or any of the confidential resources listed here .	Yes, the Ombuds Office , University Health Services Counseling Office , the Office of Religious Life Chaplains , or any of the confidential resources listed here .	Yes, the Ombuds Office , University Health Services Counseling Office , the Office of Religious Life Chaplains , or any of the confidential resources listed here .