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**Resource Guide for  
Discrimination and  
Harassment Matters  
2020–21**





## Discrimination

Discrimination is the act of treating someone differently because of their race, ethnicity, religion, sex, gender, sexual orientation, age, disability, or other characteristics. It can be intentional or unintentional, and it can occur in many different settings, including the workplace, schools, and public places.

Discrimination can have a negative impact on the lives of the people who are discriminated against, leading to stress, anxiety, and a sense of isolation. It can also lead to physical and mental health problems. Discrimination is a violation of human rights and is illegal in many countries.

There are several types of discrimination:

- ! Direct discrimination: This is when someone is treated differently because of a specific characteristic, such as race or gender.
- ! Indirect discrimination: This is when a policy or practice that appears to be neutral in its application, but in fact, it has a disproportionately negative impact on a particular group of people.
- ! Harassment: This is a form of discrimination that involves unwanted behavior that is based on a person's race, ethnicity, religion, sex, gender, sexual orientation, age, or disability.
- ! Intersectional discrimination: This is when a person experiences discrimination based on multiple characteristics, such as race and gender.
- ! Institutional discrimination: This is when a system or organization has policies or practices that result in discrimination against certain groups of people.
- ! Self-hatred: This is a form of discrimination that occurs when a person internalizes negative stereotypes and beliefs about their own race, ethnicity, or other characteristics.

## Harassment

Harassment is a form of discrimination that involves unwanted behavior that is based on a person's race, ethnicity, religion, sex, gender, sexual orientation, age, or disability. It can be intentional or unintentional, and it can occur in many different settings, including the workplace, schools, and public places.

Harassment can have a negative impact on the lives of the people who are harassed, leading to stress, anxiety, and a sense of isolation. It can also lead to physical and mental health problems. Harassment is a violation of human rights and is illegal in many countries.

There are several types of harassment:

- ! Verbal harassment: This is when someone is spoken to in a hostile, insulting, or demeaning way.
- ! Physical harassment: This is when someone is physically touched or threatened in a hostile, insulting, or demeaning way.
- ! Sexual harassment: This is when someone is subjected to unwanted sexual advances or behavior.













## What happens when the Office of Equity receives a report of behavior that might constitute discrimination or harassment?

When the Office of Equity receives a report of behavior that might constitute discrimination or harassment, it will conduct an investigation. The Office of Equity will contact the person who reported the behavior and the person who is alleged to have engaged in the behavior. The Office of Equity will also contact any other witnesses who may have information about the behavior. The Office of Equity will conduct an investigation and will issue a report of its findings. If the Office of Equity finds that the behavior constituted discrimination or harassment, it will recommend appropriate remedies. The Office of Equity will also provide support and resources to the person who reported the behavior and the person who is alleged to have engaged in the behavior.

## Do I have to make a complaint to get help?

Yes, you must make a complaint to get help. The Office of Equity will not investigate a report of behavior unless you have filed a complaint. You can file a complaint with the Office of Equity or you can file a complaint with the appropriate state or federal agency. The Office of Equity will provide you with information about how to file a complaint and what to expect during the investigation process.

## What happens if I want to make a complaint?

If you want to make a complaint, you should first contact the Office of Equity. The Office of Equity will provide you with information about how to file a complaint and what to expect during the investigation process. You can file a complaint with the Office of Equity or you can file a complaint with the appropriate state or federal agency. The Office of Equity will provide you with information about how to file a complaint and what to expect during the investigation process. You can also contact the Office of Equity for more information about the complaint process.

## How am I protected if I make a complaint?

If you make a complaint, you are protected from retaliation. The Office of Equity will investigate your complaint and will take appropriate action to protect you from retaliation. The Office of Equity will also provide you with information about your rights and the remedies available to you. The Office of Equity will also provide you with support and resources. The Office of Equity will also provide you with information about how to file a complaint and what to expect during the investigation process. The Office of Equity will also provide you with information about your rights and the remedies available to you. The Office of Equity will also provide you with support and resources. The Office of Equity will also provide you with information about how to file a complaint and what to expect during the investigation process.



# Confidential Resources

For a complete list of confidential resources, please visit the [Campus Resources](#) page on the [University of North Carolina at Chapel Hill](#) website.

## Students

### Counseling and Psychological Services

- [Counseling and Psychological Services \(CAPS\)](#) provides confidential counseling and psychological services to all students.
- [CAPS](#) is located in [Building 100](#), Room 1000.
- [CAPS](#) is open from 9:00 a.m. to 5:00 p.m., Monday through Friday.
- [CAPS](#) is also available for students who are off-campus.

### Religious and Spiritual Life

- [Religious and Spiritual Life](#) provides confidential support and resources for students of all faiths.
- [Religious and Spiritual Life](#) is located in [Building 100](#), Room 1000.
- [Religious and Spiritual Life](#) is open from 9:00 a.m. to 5:00 p.m., Monday through Friday.
- [Religious and Spiritual Life](#) is also available for students who are off-campus.

## Faculty

### Faculty Wellness Program

- [Faculty Wellness Program](#) provides confidential support and resources for faculty members.
- [Faculty Wellness Program](#) is located in [Building 100](#), Room 1000.
- [Faculty Wellness Program](#) is open from 9:00 a.m. to 5:00 p.m., Monday through Friday.
- [Faculty Wellness Program](#) is also available for faculty members who are off-campus.

## Staff

### Employee Assistance Program

- [Employee Assistance Program](#) provides confidential support and resources for staff members.
- [Employee Assistance Program](#) is located in [Building 100](#), Room 1000.
- [Employee Assistance Program](#) is open from 9:00 a.m. to 5:00 p.m., Monday through Friday.
- [Employee Assistance Program](#) is also available for staff members who are off-campus.

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## Other Resources

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**Office of Equity  
Northwestern University**

File, e-mail, or call the office face-to-face, by phone, or via our accessible website.