HOW TO REPORT DISCRIMINATION OR HARASSMENT

**BSU Policies**. The Boise State Physics community and the university are based on caring, respect, and collaborative learning.  Neither discrimination nor harassment has any place here. The two most important pillars of workplace conduct from our university's Standards of Conduct (<https://president.boisestate.edu/values/standards-of-conduct/>) are:

1. Respect

The University is committed to the principles of treating each community member with respect and dignity and maintaining a supportive environment in which all community members can reach their fullest potential. Each employee is expected to do his or her utmost to promote a respectful workplace culture that is free from harassment, intimidation, bias, or discrimination of any kind.

2. Nondiscrimination and Non-harassment

Boise State University is committed to maintaining a working and educational environment which is free of discrimination and harassment. University policies have been put in place to address these issues.

The Policy Statement for University Policy 1065: Sexual Harassment, Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking (attached, and available online at <https://policy.boisestate.edu/governance-legal/sexual-harassment-dating-violence/>) defines sexual harassment as follows:

Sexual Harassment – Unwanted conduct on the basis of sex, sexual orientation, gender or gender identity, whether actual or perceived. This includes, but is not limited to:

* Attempting to coerce an unwilling person into a sexual relationship;
* Dating or Domestic Violence, as defined in this policy;
* Repeatedly subject a person to unwelcome sexual attention, unwanted comments, or communications or jokes of a sexual nature or about their sexual experiences or orientation;
* Punishing a refusal to comply with a sexual request;
* Conditioning a benefit on submitting to sexual advances;
* Stalking, as defined in this policy, on the basis of sex or gender;
* Threatening or committing sexual violence; or
* Bullying someone on the basis of sex or gender. This includes bullying someone for exhibiting what is perceived as a stereotypical characteristic for their sex, or for failing to conform to stereotypical notions of masculinity and femininity. This may include repeated use of degrading words, gestures, or sounds to describe a person.
* Sexual harassment may be committed by any person upon any other person regardless of the sex, gender, sexual orientation, and/or gender identity of those involved.

**Report harassment**. Sexual harassment is wrong and completely unacceptable, and should be reported as soon as possible.  Complaints may be filed with the department chair and/or advising coordinator (physics@boisestate.edu, 208-426-3775), and/or through one of the following:

1. Title IX Coordinator at (208) 426-1258, or
2. By email to reportdiscrimination@boisestate.edu, or
3. EthicsPoint Hotline toll-free at 1-855-863-1299 or <https://secure.ethicspoint.com/domain/media/en/gui/37887/index.html>

In addition, Boise State has confidential resources available to victims of sexual misconduct, domestic violence, dating violence, or stalking who are seeking confidential University support, by contacting one of the following:

1. Gender Equity Center – (208) 426-4259
2. University Health Services – (208) 426-1459
3. University Counseling Services – (208) 426-1459

If a student Complainant or Respondent believes the University has failed to investigate the alleged policy violation in accordance with law or policy, a complaint may be filed with:

U.S. Department of Education
Office of Civil Rights, Region 10
810 3rd Avenue #750
Seattle, WA 98104
<https://ocrportal.hhs.gov/portal/lobby.jsf>
1-800-368-1019

Employee Complainants or Respondents may file a complaint with:

Idaho Human Rights Commission
317 W Main Street
Boise, ID 83702
<https://humanrights.idaho.gov>
(208) 334-2664

Or

Equal Employment Opportunity Commission
Federal Office Building
909 First Avenue
Suite 400
Seattle, WA 98104-1061
(800)-669-6820

Sincerely,
Charles Hanna
Department Chair of Physics