

Harassment, Hazing, And What To Do About It

- What you might think of as “joking around” can be a serious problem if it inhibits classroom activities, participation in study groups, or other student activities.
- This includes, but is not limited to, unwelcome or derogatory comments about women. We know this behavior has disrupted the participation of some of our female teachers and physics students in the past and the Physics Department is very serious about curtailing this behavior.
- This behavior is prohibited by the UCSB Codes for Student Conduct, in which it is considered a form of harassment and/or hazing. It can also become a legal case of sexual harassment. Prohibitions against hazing and harassment extend beyond campus property, and beyond official UCSB functions. For example, whether coming from one student repeatedly, or from a group, demeaning female students in an off-campus informal study group is a form of hazing and subject to severe repercussions for the offenders.

What to do? Bullying behavior can be quickly stopped when offenders are warned about the path they are on. An early warning to offenders is the best approach because action can be taken well *before* a situation would be considered sexual harassment or hazing.

- Experience has shown that targets of this behavior aren't eager to report problems. If any instructor or student, male or female, is the target of or witnesses this activity, we urge you to report the issue to any of the following:
 - Any department faculty
 - Diversity Committee Chair, Jean Carlson
 - Faculty undergraduate advisor or department Chair
 - Jean Dill, administrative undergraduate advisor
 - Director of Judicial Affairs, Stephan Franklin (893-4569, Franklin-s@sa.ucsb.edu)
 - UCSB Office handling harassment issues (OEOSHTC) (<http://www.oeosh.ucsb.edu/Resources/OurServices.html>)

We insist that ALL of our teachers and students treat one and other with respect and courtesy. And we sincerely want EVERYONE in the Physics Department to enjoy the benefits of learning, studying, and socializing!