

Hazing, Harassment, And What To Do About It

- What *you* might think of as “joking around” can be a serious problem if it inhibits others from participation in study groups or other student activities.
- This includes, but is not limited to, derogatory comments about women. We know this behavior has disrupted the participation of some of our female physics students in the past and the 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 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 of this sort can be quickly stopped when offenders are warned about the legal 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.

- Experience has shown that targets of this behavior are not eager to report problems. If any 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, Elisabeth Gwinn
 - 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 of Equal Opportunity and Sexual Harassment/Title IX Compliance (893-5410, kristen.gibson@oeosh.ucsb.edu)

We insist that ALL of our students treat each other with respect and courtesy. And we sincerely want ALL of our students to enjoy the benefits of studying and socializing with their peers!