

01

EVERYONE IS HERE FOR THE SCIENCE

Preventing
Harassment and
Discrimination

Ariel Dooner
HR Manager

CSSS 2023, Santa Fe Institute

02

Let me introduce myself:

- Ariel Dooner, HR Manager
- ariel@santafe.edu
- (505) 946-2792 - during work hours
- Office at our Cowan Campus
- Office hours held at IAIA on Wednesdays, 12:30-2pm

- Reed College, B.A. (Political Science)
- Harvard Divinity School, M.T.S. (Religion, Ethics, and Politics)
- Northwestern University, M.A. (American Religions)

Also: has a very cute dog named June, misses the ocean and won't shut up about it, and briefly studied Arabic to fulfill a language requirement while everyone else did the smart thing and took Spanish!

03

What can each of us do to help build an inclusive learning environment this summer at SFI?

- Create and pursue opportunities for discussion.
- Be open to learning from different points of view.
- Engage! Listen and ask questions.
- Respect each other. Support each other.
- Take breaks when you need to.

04

**You are all here to
focus on learning,
researching, and
networking.**

If another person's
behaviour is
distracting you from
this focus, let's talk
about it.

Types of Harassment and Discrimination

On the basis of sex, gender, pregnancy, sexual orientation, etc.	On the basis of other protected classes (race, color, religion, disability, age, national origin, genetic information)
<ul style="list-style-type: none">• Title IX - "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."	<ul style="list-style-type: none">• SFI does not tolerate any conduct or behavior by any member that harasses, disrupts, or interferes with another member's work performance or that creates an intimidating, offensive, retaliatory, or hostile environment, including those that are in violation of state or federal non-discrimination laws.

06

Prohibited behaviour

**– for all SFI
researchers, staff,
visitors, and program
participants**

- Unwelcome invitations, propositions, insults
- Physical contact/touching without explicit consent
- Offensive images being shared
- Threat or implied threat of physical harm
- Bullying or aggressive behaviour
- Actions and/or language that make it difficult to work
- Threats of retaliation: people who report concerns cannot be harassed or bullied for reporting

Examples of prohibited behaviour

- *X* repeatedly asks you to go out for a coffee, even when you have told them you're uninterested
- *Z* insists on giving you a hug every time you see them while acknowledging that they "know you don't like hugs"
- *Y* texted you a racist meme
- *M* reacted to a mistake you made on your project by saying they "could strangle you"
- *P* comments on your outfit every time you show up to a lecture
- *A* keeps texting you, sending you TikToks, messaging you on WhatsApp, and even FaceTiming you - and you've told them to stop
- *K* told you that if you report *Y* to anyone, they'll "make your life a living hell"

08

If something feels like it might not be right, reach out!

Even if you're not ready to make a formal report, my door is open-
let's chat.

What should you do if it happens to you?

If you feel safe, have a conversation.

Tell the person with whom you are having trouble what behaviour change you need from them.

Ask for help.

Contact me, Carla, Carrie, Dave, or help outside of SFI.

File a report.

The reporting form can be accessed by scanning the QR code posted on your dorm room door.

You can also email me and let me know you'd like to file a report.

What should you do if you see or hear something?

Provide support

- Listen
- Provide a safe place
- Ask how you can help your fellow participant

Report

- If you know that what you saw/heard was prohibited behaviour, report the violation.
 - Use the anonymous reporting form.
 - Reach out to SFI or other support.
-

11

Where to find me:

Cowan Campus, HR Office

Office hours at IAIA on Wednesdays, 12:30-2pm

ariel@santafe.edu