

Discrimination & harassment on the basis of:

- race
- age
- gender identity or expression
- national origin
- color
- sex
- veteran status
- religion
- sexual orientation
- disability
- genetics

Sexual Misconduct:

- sexual harassment
- intimate partner violence
- stalking & cyberstalking
- sexual assault
- dating/domestic violence
- sexual exploitation

EQUITY & COMPLIANCE



equitycompliance.risd.edu
has a complete list of policies, procedures,
and resources

RESPONDING TO STUDENTS A GUIDE FOR FACULTY & STAFF

LISTEN

Listen to what is being shared with you, just listen.

REFLECT/MIRROR LANGUAGE

When speaking to the student, use the same language that was shared with you regarding the incident.

ACKNOWLEDGE

Thank the student for confiding in you.

REFER/SUPPORT

Tell them you understand this is a very sensitive topic and you will keep it private, but you want them to be fully supported and to know all the resources the college can offer them.

Let them know you would like to connect them with the Equity & Compliance Staff.

NOTE: If there is resistance, let the community member know they can speak with the Equity & Compliance Staff anonymously, and share only what they are comfortable with sharing.

AND: If they are still not open to that option, let them know you want them to have resource and support options for if/when they are ready. Tell them you will share their email with the Equity & Compliance office and they will get an email with information about on and off campus support, so it will be available for if/when they may be open to it.

CONNECT

"RISD is setup to support you, I am going to connect you with the Equity & Compliance Staff so that you can talk through your options for support and ways to navigate the situation."

Equity & Compliance
20 Washington Place, 3rd Floor

Simone Tubman
Executive Director, Equity & Compliance
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Or 24/7 by calling Public Safety 401-454-6666
and asking to speak to the Equity & Compliance
On-Call Staff

ROLE IN RESPONDING

Faculty and Support Staff are uniquely positioned to assist students experiencing discrimination, discriminatory harassment and sexual misconduct because you often see the warning signs before others including: absence from class, decreased productivity, lower grades, and social withdrawal. In addition, you may be one of the first people a student confides in, so it is important to know how to handle a disclosure.

Listen and avoid judgmental questions- Let the student know that they are not to blame for what happened.

Tell the student that you believe them- remember, you are not an investigator; you are someone that the student has decided to trust with their experience.

Refer the student to resources- you are not expected to be and expert on victimization, but you can play an important role in directing the student to experts who can provide advocacy and support.

Be flexible, if possible, when it comes to deadlines and assignments. A student may need to miss a class to seek treatment or participate in the judicial process. Your academic support is invaluable in helping minimize any negative academic consequences.

ROLE IN PREVENTION

You are a visible and respected member of the community and play an important role in changing the underlying norms and campus culture. Model respectful, egalitarian behavior to students, staff, and faculty. Speak up. Intervene if you see inappropriate behavior or hear students or colleagues making problematic comments or jokes.

PRIVACY

At RISD faculty and most staff cannot promise confidentiality, but can keep things private. It is the expectation of the institution that faculty and staff will inform Equity & Compliance staff when they are notified of sexual as well as discriminatory harassment.