Harassment

Harassment is not a joke; it can disrupt education and employment and lead to confusion, depression, and withdrawal. All students and employees at Colgate have the right to study and work in an environment that is free from unwanted and unwelcome attention or overemphasis of their gender, race, sexuality, ethnicity, sexual preference, age, or disability.

Colgate University is committed to treating all members of the University community in an equitable manner. Students, staff, administrators, and faculty are entitled to a professional working and educational environment, and Colgate is committed to providing a work and educational environment free of harassment. The Colgate University Policy on Harassment can be accessed on-line at http://offices.colgate.edu/deanoffaculty/faculty_handbook_updates.htm and at http://offices.colgate.edu/hr. This policy covers both sexual harassment and other forms of harassment.

Sexual Harassment

Colgate’s Sexual Harassment Policy is based on the EEOC definition of sexual harassment, and can be summarized as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when
1. You must submit to this conduct to get an education or keep your job; OR
2. People make decisions about your education or job based on whether you submit to this conduct; OR
3. This conduct substantially interferes with your work or education by creating a hostile working environment for you.

To put it more simply, there are two types of sexual harassment:

1. Quid pro quo harassment. A person in power demands sexual favors in exchange for employment, a pay raise, or a good grade. This kind of extortion is the most blatant form of harassment.
2. Hostile environment harassment. A worker or student is singled out on the basis of sex for treatment that makes it difficult to do work or get an education. It can be harder to see this form of harassment, but it can be very damaging.

To qualify legally as sexual harassment, the behavior must be both 1) pervasive, and 2) unwanted.

3. In addition to this legal standard for sexual harassment, Colgate has established standards for student-to-student behavior that are somewhat stricter than the legal definition in that it does not require that student-to-student conduct be pervasive to qualify as harassment: “The University defines student to student sexual harassment to include conduct or communications of a sexual nature, whether physical, oral or written, which reasonably would be expected to have the effect of threatening, intimidating or humiliating the person at whom such conduct or communication is directed. This conduct may take a variety of forms from verbal suggestions, sexual remarks, joking, or propositioning, to overt physical acts” (Colgate Student Handbook, 2005-2007, 91).

Colgate is committed to creating a nondiscriminatory working and learning environment for all members of the community. It explicitly prohibits retaliation against those who raise claims of sexual harassment.

Continued on page 2
b. Other Forms of Harassment

Colgate’s Harassment Policy explicitly prohibits any form of illegal harassment, by any member or group of the community, that creates a hostile environment. A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent or pervasive so as to interfere with or limit the ability of an individual to participate in or benefit from programs or activities. Colgate condemns and will not tolerate harassment against any employee or student because of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability (including AIDS), age, marital status, sexual orientation, status as disabled veteran or veteran of the Vietnam era, or any other protected category under applicable local, state or federal law, such as opposing discrimination or participating in any complaint process at the Equal Employment Opportunity Commission or other human rights agencies.

c. What To Do If You Feel That You Are Being Harassed

If you believe that you are being harassed, there are steps that you can take to regain control of the situation and stop the offensive behavior. These steps range from informal intervention all the way to the filing of a formal complaint. Colgate encourages, but does not require, individuals who believe they are being harassed by a member of the community to promptly notify the person that his or her behavior is unwelcome. If for any reason an individual does not wish to confront that person directly, or if such a confrontation does not successfully end the harassment, the individual should notify the Harassment/Grievance Officer, a Harassment Advisor, a supervisor, or a dean, so that appropriate steps can be taken.

d. The Advisors On Harassment Issues

In addition to existing supervisors and deans, a group of Advisors on Harassment Issues has been designated to provide advice and guidance to individuals who believe that they have been the targets of harassment. These advisors have been specially trained so that they are familiar with procedures and can be particularly helpful in explaining the definitions of harassment, identifying the various procedures available (including direct action, mediation, and/or complaint investigation), and providing information about psychological counseling and support services that exist for students, faculty and staff.

See page three for a listing of the 2005-2006 Officers and Advisors.
The Officers and Advisors for 2005-2006 are:

**Harassment Panel Advisors:**

Kira Stevens, principal facilitator
Associate Professor of History
307 Alumni Hall
kstevens@colgate.edu
extension 7542

Rajesh Bellani, principal facilitator
Dean of the Sophomore Year Experience
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Ann Jane Tierney
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Deborah Bordelon
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Kenneth Valente
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Lois Wilcox
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extension 7633

Aurelius Henderson
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extension 7375

James DeVita
Interim Assistant Director of CLSI
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extension 6841

Ian Maron-Kolitch, CU’07
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Harassment/Grievance Officers:

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Lori Chlad
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Human Resources Building
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extension 7411

Jill Tiefenthaler
Associate Dean of the Faculty
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tiefenthaler@colgate.edu
extension 7220

**NCAA Recertification**

Colgate is currently undergoing the NCAA recertification process. The final report will be submitted on May 15. For more information on this process go to: [http://cu.colgate.edu](http://cu.colgate.edu). Click on the **NCAA Recertification** link which is located in your **Vital Links** channel within the **Home** tab.

Questions or comments can be directed to Vice President for Administration, Mark Spiro, at x7488.

**FIsh! Philosophy**

What does it really mean to **be there**; to be fully present and engaged with customers, coworkers, family members or friends? Why is **being there** so important? And how do we make the time in our often hectic schedules to truly **be there** for someone?

Life is challenging. It is busy; fast paced, and holds many distractions. Many of us cannot remember a recent day that was not filled with phones ringing, emails needing to be read and responded to, people needing assistance, family issues, and work responsibilities. How can we possibly make time to really **be there** for those we encounter each day?

Here’s the secret. It’s by giving our undivided attention, listening and focusing on someone’s needs and feelings. When we take the time to **be there** for someone, the effect can be powerful. Relationships feel stronger, people we engage with feel valued, and some of life’s most important moments are not missed.

Listening is such a big part of **being there** and it’s so simple. Or it should be. We need to listen with a clear mind and to suspend all judgment while doing so. Focusing on what is being said instead of waiting for what we hope to hear. We may be so preoccupied with formulating a brilliant response that we miss the opportunity of just listening.

In their book, FISH!, Stephen Lundin, Harry Paul and John Christensen refer to a fishmonger as saying “that when you aren’t present, you simply bring yourself back to now. There’s nothing magical or mystical about it. All it takes is awareness, commitment and practice.”

Our family would like to extend sincere and heartfelt thanks to all friends and co-workers at Colgate and Sodexho in this very difficult time. Life surely is precious and we should not take advantage of any part of it. Thank you.

Jean, Jeanette and the Hewitt Family
EMPLOYEE NEWS

NEW HIRES

Elizabeth Barker filled the position of director of Picker Arts position effective July 1, 2005. She had been employed as an associate curator of drawings and prints, with the Metropolitan Museum of Art. Lizzie received her MA and Ph.D. from the Institute of Fine Arts, New York University. She enjoys reading, watching films and sailing.

Paul Fick has accepted the associate vice president for facilities position effective February 6. He was formerly principal, director of engineering operations with Perkins and Will. Paul holds a BS from Rensselaer Polytechnic Institute. He and wife, Barbara, have two children.

Rhea Giesy has accepted the assistant director of parent's fund position effective February 7. She was formerly employed as an events coordinator at the Gibbes Museum of Art. Rhea received her BA from the College of Charleston. She enjoys cooking and also wedding planning (her own). Rhea's finance is Brad Dexter, assistant men's hockey coach.

PROMOTIONS

Jim Matott, athletic attendant, has been promoted to the position of groundskeeper effective April 4.

Tim Mansfield has been promoted to assistant dean of student affairs and director of Greek-letter operations, effective March 1.

POSITION VACANCIES

Director of Advancement, Communications
Dean of the College
Residential Life Coordinators
Technical Director, Theater Program
Visual Resource Curator
Curatorial Assistant, Picker - 30 hrs/wk 18 mos.
Director of Jewish Life

For complete details on how to apply visit: http://careers.colgate.edu

COLGATE UNIVERSITY IS AN EO/AAE
Developing and sustaining a diverse faculty and staff to further the University's educational mission.

APRIL ANNIVERSARIES

30 Years
Jeanne Kellogg—ITS

25 Years
Mark Boise—Mail Services

15 Years
Sara Solomon—Advancement Services
Keith Liddle—Seven Oaks Pro Shop
Jim Matott—Groundskeeper

5 Years
Vicky Brondum—Bookstore
Keith Diehl—Physical Plant

FOR YOUR BENEFIT—CORRECTION

The flex plan website is: www.ezflexplan.com/upstate/

Check out the site for a quicker, easier way to file your flexible spending account claims electronically. The on-line site also provides you with information on your account, including your account balance and pending reimbursements.

For more details contact Human Resources at x7565.

SELL & SWAP

For Sale: 2-person Hot Springs Hot Tub. Older, but in nice shape. We inherited it but we don’t use it! $800 or B.O. 824-1729.


Colgate University makes no warranty, expressed or implied, about the nature or condition of items advertised and accepts no responsibility for any transaction or item. The University reserves the right to suspend or terminate the program at any time.

BIRTH ANNOUNCEMENTS

Doug Lupino, custodian, has his first granddaughter, Rosalia Fornino (5lbs. 8 1/2 oz 19 1/2” long). She was born to Julie and Michele Fornino on February 22. Rosalia joins her two brothers, Giovanni and Gaetano.

Ben and Kelly Opipari welcomed son, Nicolas Salvatore, (8lbs. 4 oz.) on March 6. He joins big sister, Annabelle (2 1/2). Ben is the director of the writing center and Kelly is assistant director of residential life and director of fraternity and sorority affairs.

Woolim Cho and John D. Palmer welcomed son, David Mingyu Palmer (6lbs. 11 oz. 20” long) on March 20. John is an assistant professor in educational studies.

I just wanted to say thank you to everyone for the cards, balloons, phone calls, and keeping me in their prayers during my recent illness. We are truly blessed to have such thoughtful and caring people in our life.

—Randy Head

Friends and Colleagues,
Thanks for your many expressions of support during my recent surgery and recovery period, they truly helped me through some challenging days. I feel fortunate to be a member of this Colgate community.

Sincerely,
Mark Thompson