



Sexual Harassment in an Internship

The University of Minnesota is committed to taking prompt and effective steps intended to end sexual harassment, prevent its recurrence and, as appropriate, remedy its effects. If you, a student of the University, are participating in an internship or employment opportunity, know that the University offers support if you experience sexual harassment of any kind.

Was I Sexually Harassed?

All genders can experience sexual harassment. Sexual harassment is unwelcome conduct of a sexual nature that might include (but is not limited to) the following:

- Subtle pressure or advances for sexual activity
- Physical contact such as brushing against, touching, hugging, pinching, patting, etc.
- Comments of a sexual nature such as innuendos, sexually suggestive language or jokes, remarks about a person's clothing, body, or sexual activities, etc.
- Sexually graphic images
- Obscene gestures
- Conditioning an educational or employment decision or benefit on submission to sexual conduct

What To Do If You Experience Sexual Harassment During Your Internship

- Trust your instincts and take any threat seriously
- Contact your University Internship Coordinator, Career Services office, Faculty Advisor, or other University advisor
- Seek personal support resources
- Ask about accommodations (e.g., changes) that can be made to your work or learning environment
- Learn about reporting and investigation options

Resources

Experiencing sexual harassment during an internship can be difficult, and we encourage you to connect with resources offered at the University for students who have experienced sexual misconduct.

The Aurora Center for Advocacy & Education | (612) 626-9111 (24-hour hotline) | aurora.umn.edu

Boynton Mental Health Clinic | (612) 301-4673 | boynton.umn.edu/clinics/mental-health |
After hours: text 'umn' to 61222

Student Counseling Services | (612) 624-3323 | counseling.umn.edu

Equal Opportunity and Affirmative Action (EOAA - Title IX) | (612) 624-9547 | diversity.umn.edu/eoaa

Student Legal Service (SLS) | (612) 624-1001 | usls.umn.edu

Disability Resource Center | (612) 626-1333 | diversity.umn.edu/disability/home

Accommodations

The University offers accommodations designed to promote your safety, well-being, and continued access to educational programs and activities to the extent these accommodations are reasonably available and requested. Accommodations and protective measures are available regardless of whether you report your experience for investigation. To discuss what accommodations or protective measures might be available and helpful to you, please contact your University Internship Coordinator, the Aurora Center, and/or EOAA.

For additional information, see the University's Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy at policy.umn.edu/hr/sexharassassault.

Legal Rights Vary

The nature of your internship, including whether your internship is for University credit and whether you are considered an employee at your internship site, could impact your legal options. Educate yourself on the specifics of your situation.

Paid interns are legally considered employees of the organization they are employed by, and employers must take reasonable steps to prevent harassment from occurring in the workplace.

Unpaid interns might not legally qualify as an employee of the organization, and legal rights differ by state. Employment status might be determined by whether or not the intern received compensation (not limited to monetary compensation). Regardless of employment status, you still have rights, see the resource section for options.

Reporting

Depending on the particular circumstances of your internship, various reporting and investigation options may be available to you:

University: The University's EOAA office addresses sexual misconduct in University activities and programs, including by conducting formal investigations.

For more information about EOAA's processes, please contact EOAA at eoaa@umn.edu or 612-624-9547 and/or visit the website at diversity.umn.edu/eoaa.

Your Internship Coordinator: Your internship coordinator can talk with you about your options.

Contact your career services office if you don't know who your internship coordinator is: career.umn.edu/career-offices.

Lawyer: You are free to consult with a lawyer, including SLS, about your options. SLS offers free, confidential legal consultation to fee-paying students.

Law Enforcement: You are encouraged to contact the police if you have concerns about your personal safety and/or believe a sexual assault or other crime has been committed: publicsafety.umn.edu/sexualassault.

Internship Site Human Resources: In addition to reporting your experience to the University, consider reporting to the HR team at your internship site.

Reporting Requirement

University employees are required to report sexual misconduct impacting students to EOAA. Therefore, if you share your experience with your University Internship Coordinator or another University employee, that person is required to share your experience with EOAA. This reporting requirement helps ensure that any time the University learns about sexual misconduct it reaches out to the impacted individual to offer them support, accommodations, and the opportunity to initiate an investigation. For more information about this reporting requirement, please visit EOAA's website: diversity.umn.edu/eoaa/reporting.

Some University employees, including representatives from the Aurora Center, counselors and others with a professional license requiring confidentiality (e.g., lawyers from SLS) are exempt from this reporting requirement when they learn about sexual misconduct in the course of their professional responsibilities.

