

An Inclusive and Respectful Climate

Working and studying together is a crucial part of learning. The Physics Department **wants everyone to feel welcomed and respected** in class, in the lab, in study groups, and in the Physics Department building.

Comments reflecting stereotypes based on ethnic background, religion, gender, or sexual orientation **are always inappropriate**, whether they be compliments, insults, or jokes. Their effects can be demeaning, demoralizing, or dehumanizing, even when not intended to be so.

People who experience harassment (which includes persistent, unwanted attention) or discrimination may not feel comfortable reporting it. If you are unsure what behavior qualifies or what the repercussions of reporting would be, you can reach out to several strictly confidential offices on Campus to unpack and review your concerns. The **Office of the Ombuds** (at <https://ombuds.ucsb.edu/> or at 805-893-3285), the **Campus Advocacy, Resources, and Education (CARE)** office (at wgse.sa.ucsb.edu/Care or at the 24 hour hotline 805- 893-4613), the **Counseling and Psychological Services (CAPS)** (at <http://caps.sa.ucsb.edu/services/overview-of-services> or at 805-893-4411), and the **Academic & Staff Assistance Program (ASAP)** office (at asap@hr.ucsb.edu or at 805-893-4613), can all provide assistance and can offer you strict confidentiality.

If you witness someone suffering from hazing or harassment, or if you have any concerns about the social climate in the department, **you can help**. You can speak up in the moment, or you can ask the target(s) of the behavior how they felt about the behavior they experienced, and let them know you feel the behavior was inappropriate. You can also report the behavior to Physics Department administrators and/or faculty members. Please be proactive and help ensure everyone gets the respect and courtesy they deserve.

If you find yourself avoiding department areas or in other ways curtailing your learning opportunities because of someone else's behavior, please report the behavior to Physics Department administrators and/or a faculty member. **We want to help.**

Any faculty or staff member you feel comfortable approaching is a good choice. You can find faculty in positions that may be particularly relevant to the behavior you witness or experience at <https://www.physics.ucsb.edu/resources/committeeassignments>. Staff members in relevant positions might include

- Jean Dill and Earnest Cooper Jr - Staff Advisors, Undergraduates - x4567, rooms 3019C&D, advisors@physics.ucsb.edu
- Jennifer Farrar - Staff Advisor, Graduate Students - x4646, room 3019F, grad@physics.ucsb.edu

To report hazing or harassment to someone outside the Department, you may contact the **Office of Equal Opportunity and Sexual Harassment/Title IX Compliance** at <https://oeosh.ucsb.edu/>, or the **Office of Judicial Affairs** at judicialaffairs.sa.ucsb.edu.