

An Inclusive and Respectful Climate

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

Comments reflecting stereotypes based on ethnic background, gender, or sexual orientation **are always inappropriate**, whether they be compliments, insults, or jokes. Their effect can be demeaning or dehumanizing even when this was not the intention.

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, **the Campus Advocacy, Resources, and Education (CARE)** office can help, 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. You can let the victim(s) know afterward that what they experienced was not ok. You can let me, or someone else in the Physics Department, know. 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 let me, or someone else in the department, know. **We want to help**.

Who else in the department might you approach? Any faculty or staff member you feel comfortable approaching is a good choice. People in positions that may be particularly relevant to the behavior you witness or experience are:

Claudio Campagnari - Department Chair - x3742, room 3001, campagnari@ucsb.edu

David Berenstein - Department Vice-Chair - x6120, room 6133, dberenstein@ucsb.edu

Timothy Brandt - Faculty Chair, Diversity Committee - x5489, room 2015F, tbrandt@ucsb.edu

Jean Carlson - Faculty Advisor, Women in Physics - x8345, room 6123, jcarlson@ucsb.edu

Deborah Fygenson - Faculty Chair, Climate Task Force - x2449, room 2419, fygenson@ucsb.edu

Jean Dill - Staff Advisor, Undergraduates - x4567, room 3019C, ugrad@physics.ucsb.edu

Jennifer Farrar - Staff Advisor, Graduate Students - x4646, room 3019F, grad@physics.ucsb.edu

If you would like strictly confidential support or to learn about your options, contact **Campus Advocacy, Resources, and Education (CARE)** by making an appointment at wgse.sa.ucsb.edu/Care or calling the CARE hotline at (805) 893-4613. To report hazing or harassment to someone outside the department, contact the **Office of Judicial Affairs** at judicialaffairs.sa.ucsb.edu or the **Office of Equal Opportunity and Sexual Harassment/Title IX Compliance** at <https://oeosh.ucsb.edu/titleix/filing.a.report/>. **Additional support resources and materials** are available online at oeosh.ucsb.edu/titleix/resources.