

## **RESOURCES FOR TEACHING ASSISTANTS ON DISCRIMINATION AND HARASSMENT ISSUES**

- Most colleges and universities have internal complaint mechanisms. It is a good idea to contact a Chair, supervisor or person in authority as a first step. Most of the time, with respect to harassment claims, the institution should be given a chance to “fix” an issue before an institution would have any liability.

- Externally, for employment related discrimination / harassment complaints, there is:

The Equal Employment Opportunity Commission (EEOC)

Phone: (800) 669-4000

TTY: (800) 669-6820

[www.eeoc.gov](http://www.eeoc.gov)

- Externally, for employment related discrimination / harassment complaints, there is the state equivalent of the EEOC. In Michigan, it is:

The Michigan Department of Civil Rights

Phone: (517) 241-6300

Fax: (517) 335-3882

TTY: (517) 335-3881

[www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)

- Externally, for education related discrimination / harassment complaints, there is:

The Office of Civil Rights, Division of the Department of Education

Phone: (800) 421-3481

Fax: (202) 245-6840

TDD: (877) 521-2172

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

- Remember, there can be no retaliation (adverse action) taken against you for bringing a claim in good faith. Further, your information should be kept confidential, released only on a need-to-know basis.