Title IX Rights and Responsibilities
Brown Graduate Students

As a graduate student, you are protected from sex discrimination under Title IX. This includes protection from sexual and gender-based harassment (including quid pro quo), sexual violence, relationship and interpersonal violence, stalking, and retaliation. Brown University is legally obligated to protect your right to parity across its many educational programs.

- **ENVIRONMENT FREE OF HOSTILITY.** Whether you are researching in the lab, teaching a course, or taking a seminar, you are entitled to a safe and respectful educational and professional environment. You do not need to be directly harassed for these spaces to become hostile environments; explicit photos, sexualized comments, or discussions of someone’s gender identity or expression may also make you feel uncomfortable and unsafe. Brown is obligated to promptly remedy a hostile environment.

- **RIGHT TO REMEDIAL OR SAFETY MEASURES.** You do not need to make a written complaint or engage in Brown’s disciplinary process in order to feel safe or ask for help. As a graduate student, you are entitled to remedial or safety measures. This includes things like no contact orders and course, lab or departmental accommodations. Brown Title IX staff will work with you to identify and implement remedial measures appropriate to your situation and preference.

- **PROTECTION FROM RETALIATION.** You are protected from any retaliatory measures related to your decision to report harassment or violence. In acknowledgement of how important professional relationships formed in graduate school are for your future career, Brown’s retaliation policy includes “maliciously and purposefully interfering with, threatening, or damaging the academic and/or professional career of another individual before, during or after the investigation and resolution of a report of Prohibited Conduct.” Brown Title IX staff will work with you to ensure your academic and professional goals are not threatened should you decide to take action.

- **RIGHT TO AN ADVISER.** In the event that you choose to file a complaint or have a complaint brought against you, you are entitled to an adviser that can offer you support throughout the process. This person can be present through any and all phases of the University process. You are entitled to one adviser, and they can be anyone you choose—they do not need to be a member of the Brown community.

- **KNOWLEDGE OF GRIEVANCE PROCEDURES.** As a graduate student, you have the right to know what grievance procedures the University uses to resolve complaints. It is the University’s responsibility to make sure this information is clearly outlined and widely available. You may also discuss the available mechanisms with a confidential resource.

- **RIGHT TO PROMPT AND EQUITABLE PROCESS.** You are entitled to a resolution process that is both prompt and equitable. The University must respond to complaints of sexual harassment and assault in a timely manner. Both parties are entitled to a fair process. This includes the right to present relevant information and witnesses, as well as the right to appeal a decision.

FOR MORE INFORMATION, VISIT: BROWN.EDU/TITLEIXOFFICE