

# 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 all contexts, including 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 aid with 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](http://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](mailto: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.** Faculty and Staff members in relevant positions might include

- David Stuart - Department chair -x3742, room 3001, [davidstuart@ucsb.edu](mailto:davidstuart@ucsb.edu)
- Ben Mazin - Department vice-chair -x3344, room 2015H, [bmazin@ucsb.edu](mailto:bmazin@ucsb.edu)
- Nohely Vargas Carrillo and Earnest Cooper Jr - Staff Advisors, Undergraduates - x4567, rooms 3019C&D, [advisors@physics.ucsb.edu](mailto:advisors@physics.ucsb.edu)
- Jennifer Farrar - Staff Advisor, Graduate Students - x4646, room 3019F, [grad@physics.ucsb.edu](mailto:grad@physics.ucsb.edu)

You can also report hazing, harassment, or any other concerns to the Department using the [anonymous comment form](#). Comments will be promptly reviewed by the chair of the Physics Department and the chair of the departmental Climate Task Force. Note that these recipients are "Responsible Employees" under the UC Policy on Sexual Violence and Sexual Harassment, and must inform the Title IX officer if they receive a report of prohibited behavior from anyone affiliated with the university.

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](http://judicialaffairs.sa.ucsb.edu).