Graduate Teaching Assistant Workshop
Fall, 2023
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Psychological Science
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Congratulations!!
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• New position
• New duties
• New responsibilities
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- Being Nervous - OK!
- Resources to help!
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- Various rules/regulations
  - FERPA
  - Sexual Harassment
  - Title IX
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• Policies/Procedures to Know:
• Family Educational Rights and Privacy Act (FERPA)
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• **Purpose?**

• **Privacy of student records** – defines who has right of access to records

• **Prohibits** disclosing educational records/personally identifiable information from student's records without student's consent.
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- What are "education records"?
- Records, files, documents, other materials - information directly related to student/maintained by university in various forms - paper/electronic.
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• Specific Examples -
  • Grades
  • Assignments
  • Class Lists
  • Student Course Schedules
  • Disciplinary Records
  • Attendance
  • Student Financial Records ...
What is “personally identifiable information”? Could reveal identity/personal information of students - could allow someone track down identity of student.
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- Specific Examples:
  - Social security number \( \text{(SSN)} \)
  - Student ID
  - Street Address
  - Telephone numbers
  - E-mail address
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• What Does this Mean for GTA?
  • Protect **Privacy** of Students
  • Do Not **Discuss** Students *
  • Do Not **E-mail** Grades
  • Others...

![Student Privacy Scale](image)
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• When in Doubt – **Ask!** Much Easier to Go Back Than “Un”-Do an Action.
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• Another important law -

• Title IX - protects people from discrimination or violence based on sex in education programs/activities receive federal financial assistance.
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• Specific Policy -

• 600.020 Sexual Harassment under Title IX – (matters alleged on or after August 14, 2020)

• .”University intends that sexual harassment in the work place or educational environment is unacceptable conduct…”
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• Relationships with Students:
  • Be Friendly, but Maintain Boundaries
  • Show You Care – Do Not Cross Line
  • Be Respectful
  • Be Aware of Cultural Differences
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- Social Media – Check Policies
- Communication ~ e-mail best
- After Hours?
- When in Doubt – ASK!

![Cartoon of average time spent composing one e-mail](https://www.phdcomics.com/comics/archive.php?recnum=139)
• “Quid Pro Quo” - employee of University conditioning provision of - aid, benefit, service of University on individual’s participation in unwelcome sexual conduct
Hostile Environment Sexual Harassment – "Unwelcome conduct determined by reasonable person to be so severe, pervasive, objectively offensive - effectively denies person equal access to University’s education program/activity..."
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• What Does This **Mean** for **You**?
  • Be **Aware**
  • Inform Yourself
  • Understand **Cultural** Differences
  • Intent = Irrelevant
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- Your Position Creates - **Imbalance of Power**
- Psychologists Propose - Consent **Not Possible** in this Relationship
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• Research – Williams, Gruenfeld, Guillory (2017) in Journal of Personality and Social Psychology “Sexual aggression when power is new: Effects of acute high power on chronically low-power individuals”
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Practical Suggestions:

• Do **NOT** initiate any type of romantic or sexual relationship with students

• Do **NOT** suggest – even as joke - requirements lessened or grade changed if spend time socially/romantically with you
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• Do NOT make remarks about students’ clothing, body, activities that could be interpreted as sexual. Even if consider to be in appreciation.

• Do NOT say as put-down

• Do NOT use terms of endearment
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- Do **NOT** make insulting sounds – (suggestive whistling...)
- Do **NOT** make intimidating, angry, loud, or insulting language where someone feels frightened (this is verbal violence)
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- Do NOT make any jokes about sex or gender
- Do NOT touch students inappropriately (attempted kissing, fondling, or assault)
- Do NOT make obscene gestures or expose your body to students
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• Do **NOT** display sexually explicit or sexually derogatory cartoons, photos, drawings, calendars, posters, T-shirts.

• Do **NOT** say, joke or imply women (any group) cannot learn material/run an instrument as quickly or as well as men (others).
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- Various laws also exist to **guard students** members of certain groups:
- **Protected Classes** - groups with common characteristic legally protected from discrimination on basis of that characteristic
Some examples:

• Race
• Color
• Religion
• National Origin
• Age (40 and over) ...
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Conclusion –
• Be Informed
• Know Policies
• Take Care of Yourself
• Ask Questions
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• Questions...?