Graduate Teaching Assistant Workshop
Spring, 2024
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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
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• 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 *(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...
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• When in Doubt – *Ask!* Much Easier to Go Back Than “Un”-Do an Action.
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**!
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• “Quid Pro Quo” - employee of University conditioning provision of - *aid, benefit, service* of University on individual’s participation in unwelcome sexual conduct
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• 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)
• 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).
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...?