



**Graduate Teaching  
Assistant Workshop  
Spring, 2025  
Dr. Merilee A. Krueger  
Psychological Science**

# GTA Workshop

**Congratulations!!**



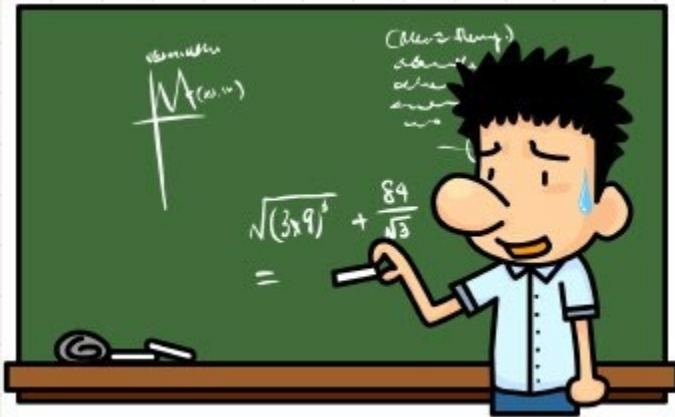
# GTA Workshop

- New **position**
- New **duties**
- New **responsibilities**



# GTA Workshop

- Being **Nervous** - **OK!** –
- Resources to **help!**



# GTA Workshop

- Various rules/regulations
  - **FERPA**
  - **Sexual Harassment**
  - **Title IX**

What you need to know about **FERPA**



Family **E**ducation **R**ights and **P**rivacy **A**ct

**KNOW  
YOUR IX**



# GTA Workshop

- **Policies/Procedures to Know:**
- **Family Educational Rights and Privacy Act (FERPA)**

What you need to know about **FERPA**



**F**amily **E**ducation **R**ights and **P**rivacy **A**ct

# GTA Workshop

- **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.

*Student Records*



# GTA Workshop

- What are "**education records**"?
- Records, files, documents, other materials- information directly related to student/ maintained by university in various forms - paper/electronic.





# GTA Workshop

- Specific Examples -
  - **Grades**
  - **Assignments**
  - **Class Lists**
  - **Student Course Schedules**
  - **Disciplinary Records**
  - **Attendance**
  - **Student Financial Records ...**



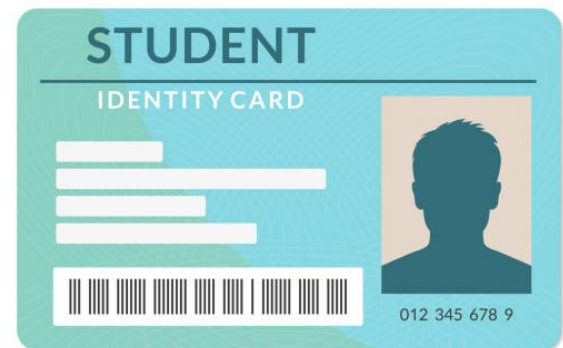
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- What is “**personally identifiable information**”?
- Could reveal identity/personal information of students - could allow someone track down identity of student.



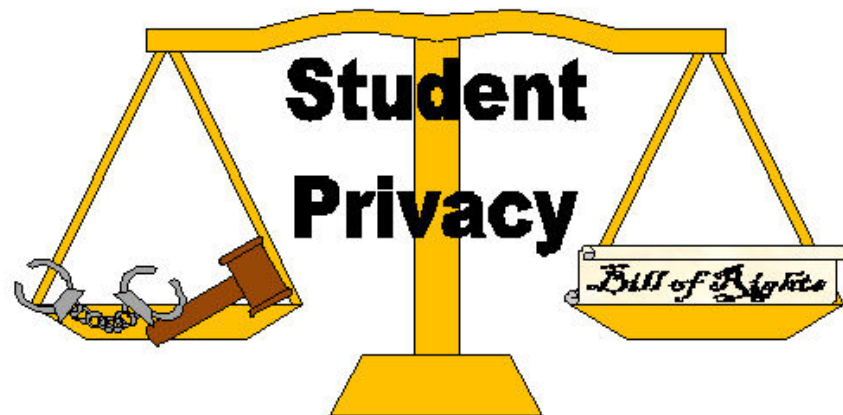
# GTA Workshop

- Specific Examples:
  - Social security number (**SSN**)
  - Student ID
  - **Street Address**
  - Telephone numbers
  - **E-mail address**



# GTA Workshop

- What Does this Mean for **GTA**?
  - Protect **Privacy** of Students
  - Do Not **Discuss** Students \*
  - Do Not **E-mail** Grades
  - Others...



# GTA Workshop

- When in Doubt – **Ask!** Much Easier to Go Back Than “Un”-Do an Action.





# GTA Workshop

- **Another important law -**
- **Title IX** - protects people from discrimination or violence based on sex in education programs/activities receive federal financial assistance.

**KNOW  
YOUR IX**  
EMPOWERING STUDENTS TO STOP SEXUAL VIOLENCE

# GTA Workshop

- **Specific Policy -**

[https://www.umsystem.edu/ums/rules/collected\\_rules/equal\\_employment\\_educational\\_opportunity/ch600/600.020-sexual-harassment-under-title-ix-matters-involving-conduct](https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.020-sexual-harassment-under-title-ix-matters-involving-conduct)

- **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...”



# GTA Workshop

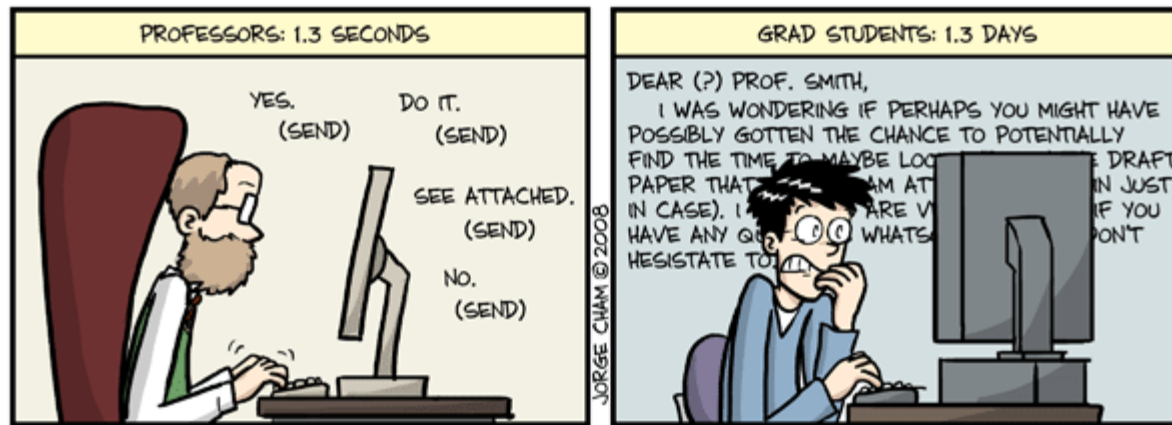
- Relationships with **Students**:
  - Be **Friendly**, but **Maintain Boundaries**
  - Show You **Care** – Do **Not** Cross Line
  - Be **Respectful**
  - Be Aware of **Cultural** Differences



# GTA Workshop

- **Social Media** – Check Policies
- **Communication** ~ e-mail best (not grades 😊)
- **After Hours ?**
- **When in Doubt – ASK!**

## AVERAGE TIME SPENT COMPOSING ONE E-MAIL



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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





# GTA Workshop

- **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...”



# GTA Workshop

- What Does This **Mean** for **You**?
  - Be **Aware**
  - **Inform** Yourself
  - Understand **Cultural** Differences
  - **Intent** = Irrelevant



A word cloud containing various terms related to sexual harassment and assault. The most prominent words are 'sexual harassment' and 'sexual assault'. Other terms include 'stalking', 'unwanted sexual activity', 'coercion', 'ass-grabbing', 'forced kissing', 'unwanted sexual emails', 'unwanted groping', 'forced touching', 'unwanted sexual comments', 'wolf-whistling', 'pressured', 'cat-calling', 'unwanted sexual jokes', and 'rape'.

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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





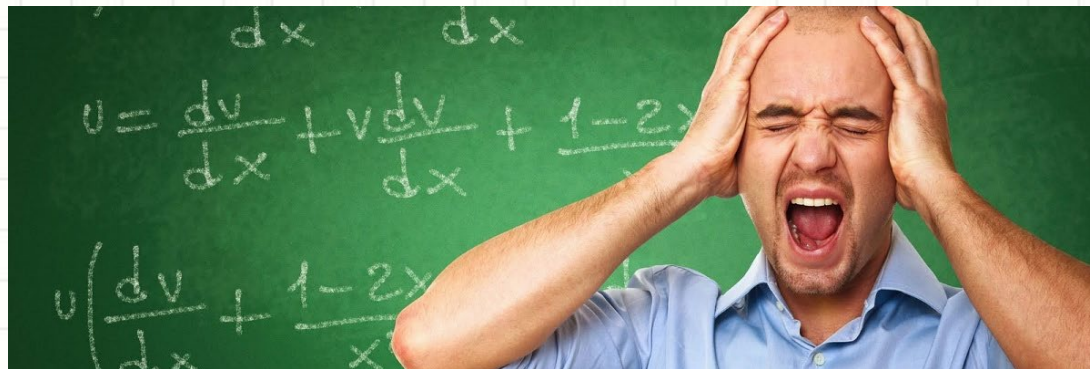
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- Do **NOT** make remarks about students' clothing, body, activities that could be interpreted as sexual. Even if consider to be in appreciation.
- Do **NOT** say as put-down
- Do **NOT** use terms of endearment



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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)



# GTA Workshop

- 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



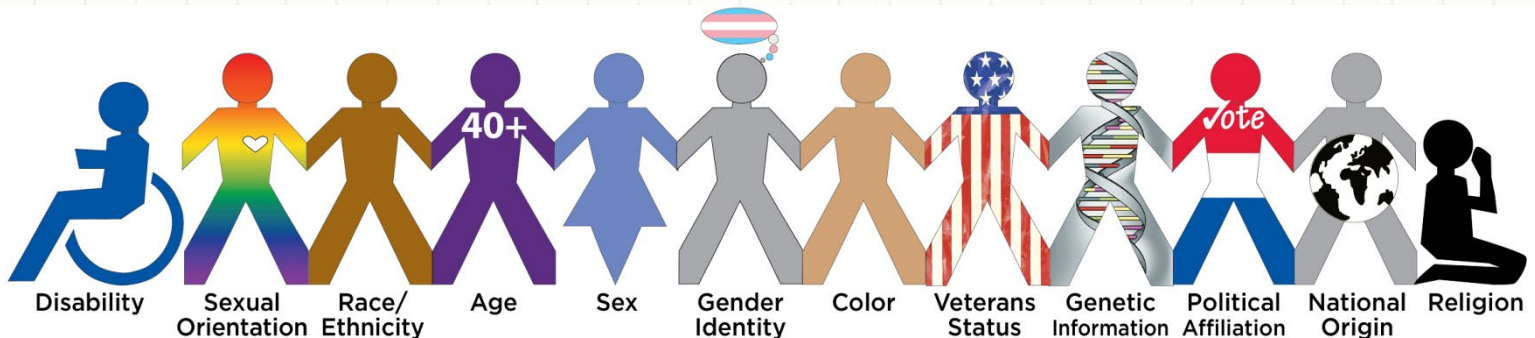
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- Do **NOT** display sexually explicit or sexually derogatory cartoons, photos, drawings, calendars, posters, T-shirts.
- Do **NOT** say, joke or imply women (any group) cannot learn material/run an instrument as quickly or as well as men (others).



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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





# GTA Workshop

Some examples:

- Race
- Color
- Religion
- National Origin
- Age (40 and over) ...



Race/  
Ethnicity



Color



Religion



National  
Origin



Age

# GTA Workshop

## Conclusion –

- **Be Informed**
- **Know Policies**
- **Take Care of Yourself**
- **Ask Questions**

# GTA Workshop

- Questions...?
- My e-mail [Krueger@mst.edu](mailto:Krueger@mst.edu)

