

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

GTA Workshop

Congratulations!!



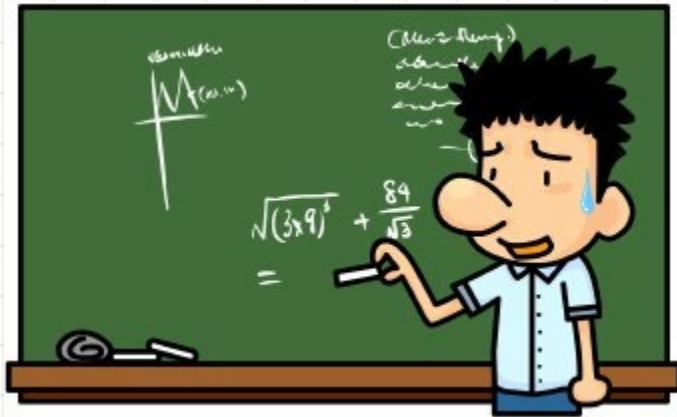
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- New **position**
- New **duties**
- New **responsibilities**



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



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

What you need to know about **FERPA**



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

**KNOW
YOUR IX**

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

What you need to know about **FERPA**



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

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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.

Student Records



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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.



Family Educational
Rights and Privacy Act
(FERPA)

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



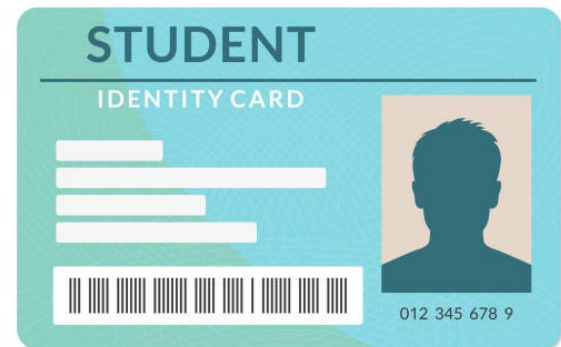
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- What is “**personally identifiable information**”?
- Could reveal identity/personal information of students - could allow someone track down identity of student.



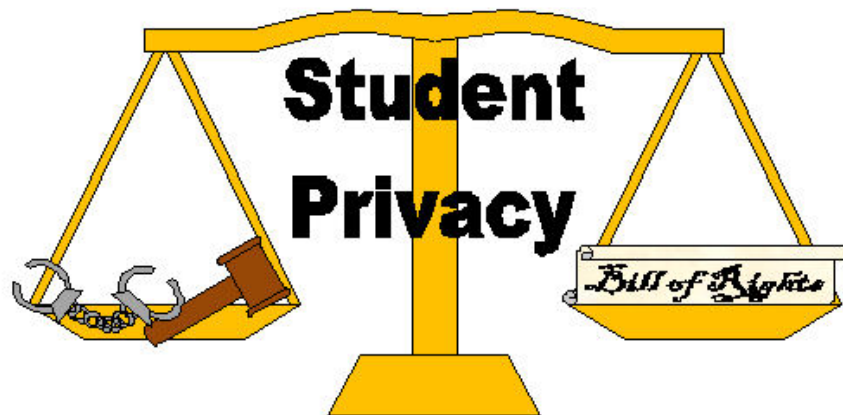
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- Specific Examples:
 - Social security number (**SSN**)
 - Student ID
 - **Street Address**
 - Telephone numbers
 - **E-mail address**



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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.



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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 -**

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...”



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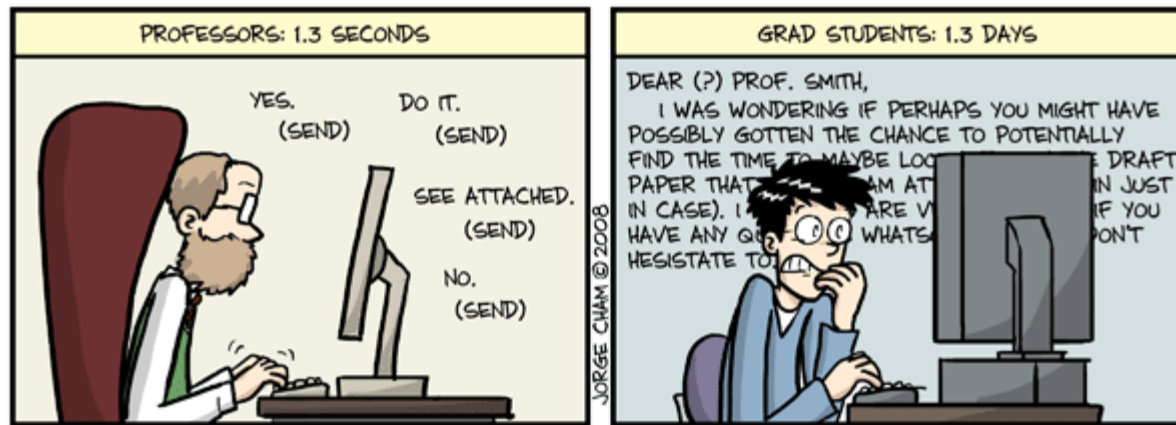
- Relationships with **Students**:
 - Be **Friendly**, but **Maintain Boundaries**
 - Show You **Care** – Do **Not** Cross Line
 - Be **Respectful**
 - Be Aware of **Cultural** Differences



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- Social Media – Check Policies
- Communication ~ e-mail best (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



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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



A word cloud containing various terms related to sexual harassment and assault. The words are arranged in a cluster, with some being larger and more prominent than others. The terms include: ass-grabbing, forced kissing, coercion, unwanted sexual emails, stalking, unwanted groping, forced touching, unwanted sexual comments, pressured sexual activity, wolf-whistling, sexual harassment, cat-calling, sexual assault, unwanted sexual jokes, and rape. The words are in various colors including green, yellow, orange, and red.

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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



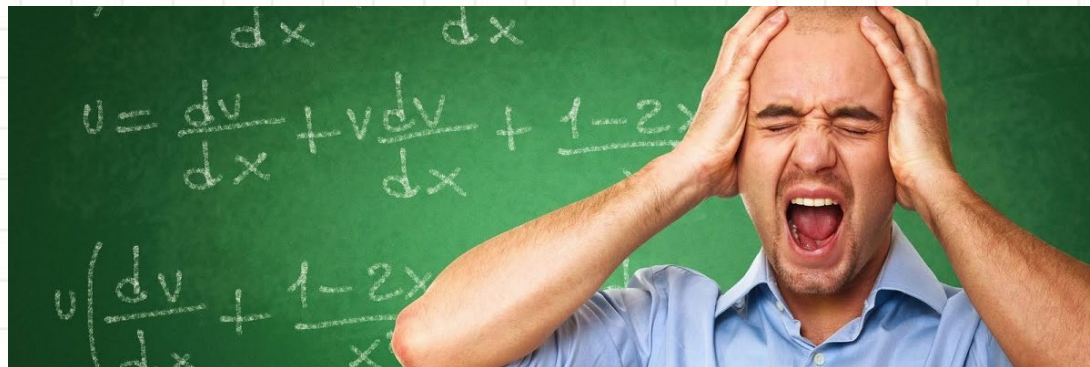
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- Do **NOT** make remarks about students' clothing, body, activities that could be interpreted as sexual. Even if consider to be in appreciation.
- Do **NOT** say as put-down
- Do **NOT** use terms of endearment



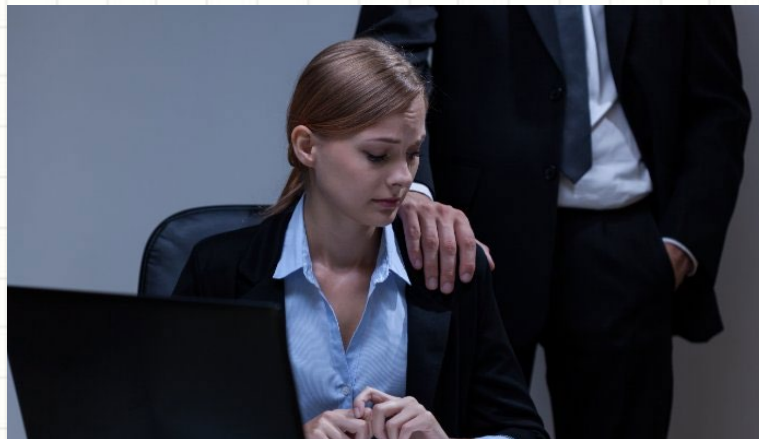
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- Do **NOT** make insulting sounds – (suggestive whistling...)
- Do **NOT** make intimidating, angry, loud, or insulting language where someone feels frightened (this is verbal violence)



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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



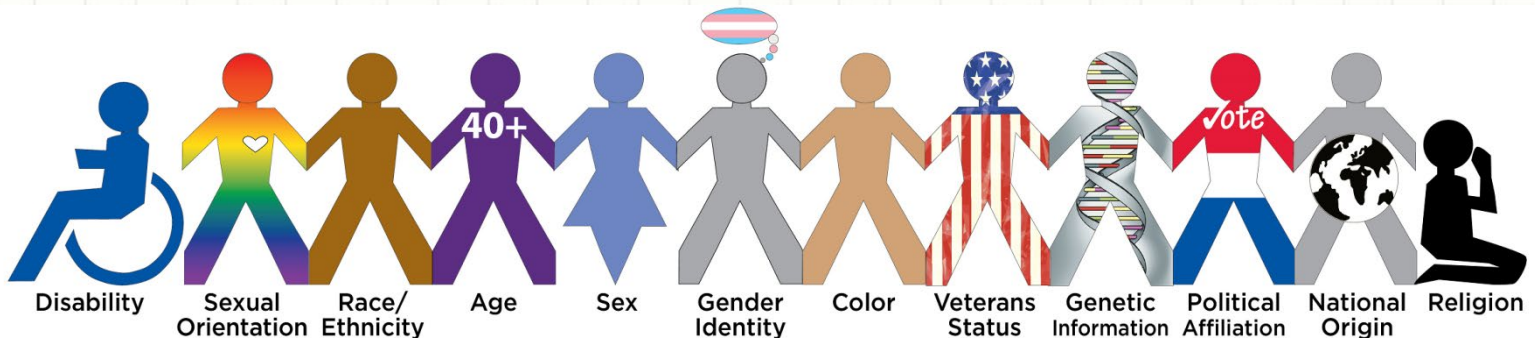
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- Do **NOT** display sexually explicit or sexually derogatory cartoons, photos, drawings, calendars, posters, T-shirts.
- Do **NOT** say, joke or imply women (any group) cannot learn material/run an instrument as quickly or as well as men (others).



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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



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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...?
- My e-mail Krueger@mst.edu

