

**Student Policies and Procedures on
Discrimination and Harassment,
Gender-Based Misconduct Policies for Students
and Consensual Romantic and Sexual Relationships**

Columbia University is committed to providing a learning, living, and working environment free from discrimination, harassment and gender-based and sexual misconduct. Consistent with this commitment and with applicable laws, the University does not tolerate discrimination, harassment or gender-based or sexual misconduct in any form and it provides students who believe that they have been subjected to conduct or behavior of this kind with mechanisms for seeking redress. All members of the University community are expected to adhere to the applicable policies, to cooperate with the procedures for responding to complaints of discrimination, harassment and gender-based and sexual misconduct, and to report conduct or behavior they believe to be in violation of these policies to the [Office of Equal Opportunity and Affirmative Action](#) or [Student Services for Gender-Based and Sexual Misconduct](#). For additional information on these issues, policies and resources, please visit the Sexual Respect website at: <https://titleix.columbia.edu/>.

Complaints against students for gender-based misconduct are processed in accord with the [Gender-Based Misconduct Policies for Students](#). Students who attend Barnard College and Teachers College as well as Columbia University are covered by these policies. The use of the term “gender-based misconduct” includes sexual assault, sexual harassment, gender-based harassment, stalking, and intimate partner violence.

Complaints against students for other forms of discrimination and harassment are processed in accord with the [Student Policies and Procedures on Discrimination and Harassment](#) and should be filed with the Dean of Students of the school in which the accused student is enrolled.

Complaints against employees and third parties affiliated with the University for discrimination and harassment are processed in accord with the [Employment Policies and Procedures on Discrimination and Harassment](#). The use of the term “discrimination and harassment” includes discrimination, discriminatory harassment, gender-based harassment, stalking, intimate partner violence, sexual harassment, and sexual assault.

Columbia University maintains policies regarding consensual romantic and sexual relationships between faculty and students, and staff and students. The [Faculty-Student Relationship Policy](#) states that no faculty member shall exercise academic or professional authority over any student with whom he or she has or previously has had a consensual romantic or sexual relationship. This policy covers all officers of instruction, research and the libraries, including student officers of instruction and research and teaching assistants. The [Staff-Student Relationship Policy](#) states that no staff member at Columbia should participate in the supervision, employment actions, evaluation, advising or mentoring of any Columbia University student with whom that staff member has or has had a consensual romantic or sexual relationship, except in unusual circumstances, where explicit advance authorization has been obtained.

For further information and assistance, contact:

Office of Equal Opportunity and Affirmative Action
103 Low Library, MC 4333
<http://eoaa.columbia.edu/>; eoaa@columbia.edu; 212-854-5511

Title IX Coordinator/Section 504 Officer for Columbia University
Melissa Rooker, Associate Provost
Office of Equal Opportunity and Affirmative Action, 103 Low Library
mrooker@columbia.edu, (212) 854-5511

Deputy Title IX Coordinator for Staff and Faculty Concerns
Michael K. Dunn, Director of Investigations
Office of Equal Opportunity and Affirmative Action, 103 Low Library
mkd2010@columbia.edu, (212) 854-6699

Deputy Title IX Coordinator for Student Concerns (temporary)
Virginia Ryan, Interim Assistant Director
Student Services for Gender-Based and Sexual Misconduct, 1081 Wien Hall
vmr2105@columbia.edu, (212) 854-1717

Columbia offers a number of confidential resources to students who believe they were subjected to discrimination, harassment or gender-based or sexual misconduct and who do not wish to report to the University:

Counseling Services

Columbia Morningside (212) 854-2878, CUMC (212) 496-8491

Rape Crisis/Anti-Violence Support Center, (212) 854-HELP

Office of the University Chaplain, 212-854-6242

Health Services*

Columbia Morningside (212) 854-2284, Columbia Morningside clinician-on-call (212)854-9797
CUMC (212) 305-3400, CUMC clinician-on-call (212) 305-3400

*Medical providers are considered confidential resources in the context of providing medical treatment to a patient.