

# Anticipating Situations and Responses

## Responding to Harassment

### **Reporting Harassment: Secondary Victimization**

An LGBTQ+ crime survivor may experience increased discrimination or stigma from others who have learned about their sexual orientation/gender identity as a consequence of the victimization. Such secondary victimization, which may further intensify the negative psychological consequences of victimization, is often expressed explicitly by representatives of the criminal justice system, including police officers and judges. It also extends outside the criminal justice system. If their sexual orientation becomes publicly known as a result of a crime, for example, some LGBTQ+ people risk loss of employment or child custody. Even in jurisdictions where statutory protection is available, many LGBTQ+ people fear that disclosure of their sexual orientation/gender identity as a result of victimization will result in hostility, harassment, and rejection from others. Secondary victimization may be experienced as an additional assault on one's identity and community, and thus an added source of stress. The threat of secondary victimization often acts as a barrier to reporting a crime or seeking medical, psychological, or social services. Make sure that the person(s) assigned to your particular case understand/s that the identity of the student cannot under any circumstances be revealed without their permission to the general public or media. Police reports need to be purged of all identifying information before being released to the media and general public.

### **Equal Employment Opportunity and Non-Discrimination Policy**

[www.montgomerycollege.edu/documents/policies-and-procedures/31006-equal-employment-opportunity-and-non-discrimination.pdf](http://www.montgomerycollege.edu/documents/policies-and-procedures/31006-equal-employment-opportunity-and-non-discrimination.pdf)

### **Student Code of Conduct**

[www.montgomerycollege.edu/documents/policies-and-procedures/42001-student-code-of-conduct.pdf](http://www.montgomerycollege.edu/documents/policies-and-procedures/42001-student-code-of-conduct.pdf)

### ***When a student informs you that they have been harassed:***

1. Ask the student if they are safe. Assess their situation regarding safety. If the student does not feel safe, immediately call campus security, a counselor, and/or the advisor of the LGBTQ+ student group on campus to assist.
2. Inform the student that you will protect their confidentiality to the best of your ability; make them aware of any reporting requirements you have.

3. Make sure identifying information regarding the student is not revealed while communicating the situation with other Safe Zones members.
4. Remember to follow up with the student and staff if follow up is requested.

***Make referrals to the appropriate office or personnel:***

**Chief Equity and Inclusion Officer Kimberly Work Jones**

<https://www.montgomerycollege.edu/about-mc/equity-and-inclusion/index.html>

**Counseling Center**

<https://www.montgomerycollege.edu/counseling-and-advising/personal-counseling.html>

**Hate/Bias Incident Reporting—BIT**

<https://www.montgomerycollege.edu/offices/student-affairs/submit-incident-report.html>

**Public Safety**

<https://www.montgomerycollege.edu/offices/public-safety-health-emergency-management/public-safety/index.html>

**Title IX**

<https://www.montgomerycollege.edu/policies-and-procedures/title-ix/index.html>