

THANK YOU FOR JOINING US!



WE ARE ALLOWING A FEW MINUTES FOR EVERYONE TO CONNECT;
THE SESSION WILL BEGIN SHORTLY.

UNIVERSITY OF MIAMI
TITLE IX OFFICE



COMPLIANCE AND ETHICS WEEK 2025

HEALTHY RELATIONSHIPS AND RESPONSIBLE COMMUNICATION

IN THE WORKPLACE

INTRODUCTIONS



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The University's Title IX Office
works to prevent, stop, and address
sexual misconduct across all
university campuses and for all
university community members.

You can reach the Title IX Office by calling 305-284-8624 or emailing titleixcoordinator@miami.edu

Objectives

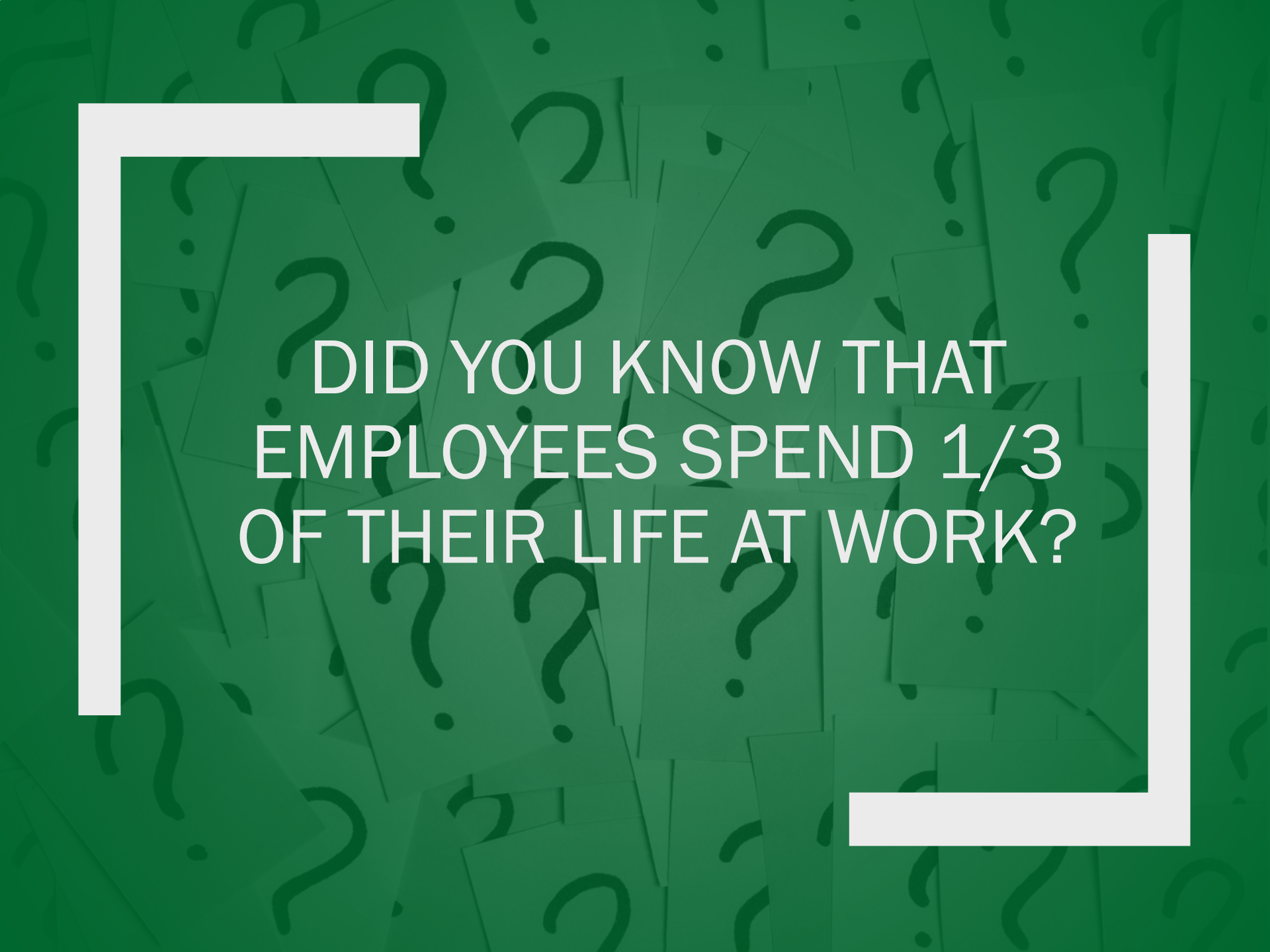
Understand the value of healthy workplace relationships.

Empower you to identify and respond to negative conduct in the workplace.

Learn about the the options and resources available at UM to assist with workplace conflict.



1. The value of healthy relationships in the workplace

The background is a dark green color with a pattern of lighter green question marks. Two large, white, L-shaped brackets frame the text on the left and right sides.

DID YOU KNOW THAT
EMPLOYEES SPEND 1/3
OF THEIR LIFE AT WORK?

The University of Miami sets Professionalism standards consistent with applicable law and with the University's Commitment to creating a Culture of Belonging for all.

**These standards serve to advance the University's
DIRECCT VALUES and SERVICE STANDARDS.**

Our core values of diversity, integrity, responsibility, excellence, compassion, creativity, and teamwork provide the foundation for all of our behaviors.

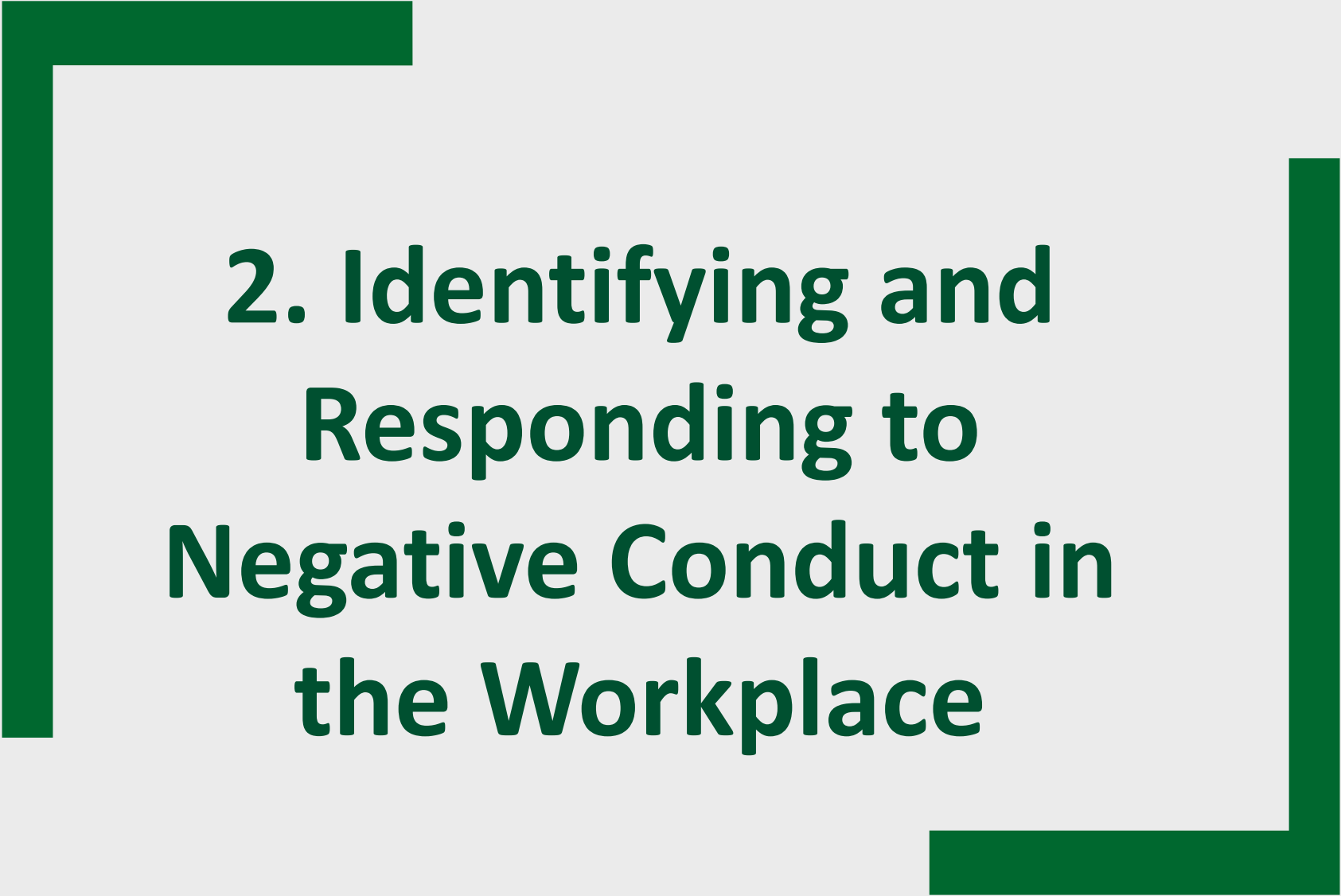
Our service standards of safety, caring, responsiveness, and professionalism provide guidelines for how we treat one another and those we serve.



University policies help ensure accountability with respect to professionalism standards/ discrimination prevention.

- Sexual Misconduct Policy (Title IX)
 - Equal Opportunity Policy
 - Discipline Policy
- Business Conduct & Ethical Standards





2. Identifying and Responding to Negative Conduct in the Workplace



GOLD START CONDUCT: CONDUCT THAT EXEMPLIFIES HEALTHY WORKPLACE RELATIONSHIPS AND FOSTERS A POSITIVE WORK ENVIRONMENT



RED FLAG CONDUCT: CONDUCT THAT DETRACTS FROM THE WORKPLACE ENVIRONMENT EVEN IF IT DOES NOT RISE TO MISCONDUCT QUITE YET



MISCONDUCT: CONDUCT THAT HAS SUCH A NEGATIVE EFFECT ON THE WORKPLACE OR IS SO OBJECTIVELY INAPPROPRIATE THAT IT CONSTITUTES MISCONDUCT

While in the office lunchroom, **Employee A** asks other employees questions about what they did over the weekend, their romantic partners, and more personal questions. Eventually, **employee B** was asked about intimacy in their love life.

Upon hearing this, others laugh it off and **Employee A** says, “come on, we are all friends.”

One employee tells another: “I love your pants; they make your legs look so long and sexy.” They are generally friendly, and there is no supervisory relationship.

Employee 1 has a crush on **Employee 2**. **Employee 1** asks **Employee 2** on a date. **Employee 2** says: That sounds like fun, but I am already seeing someone.

A month later, **Employee 1** asks **Employee 2** if she is still in a relationship.

Employee and Colleague have been working together for 2 years. Eventually, they became friends on Social Media.

Employee has been making explicit posts about the upcoming election. Colleague disagrees with Employee's political views and finds them personally offensive.

A boss texts their supervisee on their birthday: Happy Birthday! Have a great day!



The background is a solid green color with a pattern of white question marks. Overlaid on this is a white L-shaped frame that forms a large corner, with one arm extending towards the top-left and the other towards the bottom-right. The word "WHY?" is centered within this frame.

WHY?

People make excuses instead of saying No or setting strong boundaries primarily due to fear—fear of disappointing others, being judged, causing conflict, or damaging relationships.





Sometimes, the nice thing to do
isn't to bend to the wishes of
those around us, but rather, to
hold firm boundaries.

GAVIN CHATTERLEY

EVERYDAYPOWER

WHAT THEY DON'T TELL YOU ABOUT “BEING NICE”

- Continued exposure to unwanted behavior
- Misleads others about your expectations and what you welcome
- Affect how other perceive your leadership abilities
- Discourage others from speaking up
- Empower the wrongdoers

Tips on setting boundaries

Don't let resistance deter you

Not everyone will respect your boundaries, but it's crucial to stand your ground.

Be clear on the why

Ask yourself: Why do you want this boundary to be set? This can help strengthen your resolve towards establishing it.

Your boundaries aren't always set in stone

As your needs change, your boundaries may change with you, too. So don't be afraid to adjust them when the time

Be clear and direct on your boundaries

When communicating your boundaries, it's best to be to the point. Keep it simple.

Remember that its for your own well-being

Boundaries are meant to protect you, first and foremost, and should be seen as a form of self-care.



HOW TO SET PERSONAL BOUNDARIES



DEFINE

Identify desired
boundary



COMMUNICATE

Say what
you need



STAY SIMPLE

Don't overexplain



SET CONSEQUENCES

Say why it's important



PositivePsychology.com



I will end this phone call if you continue to shout at me.

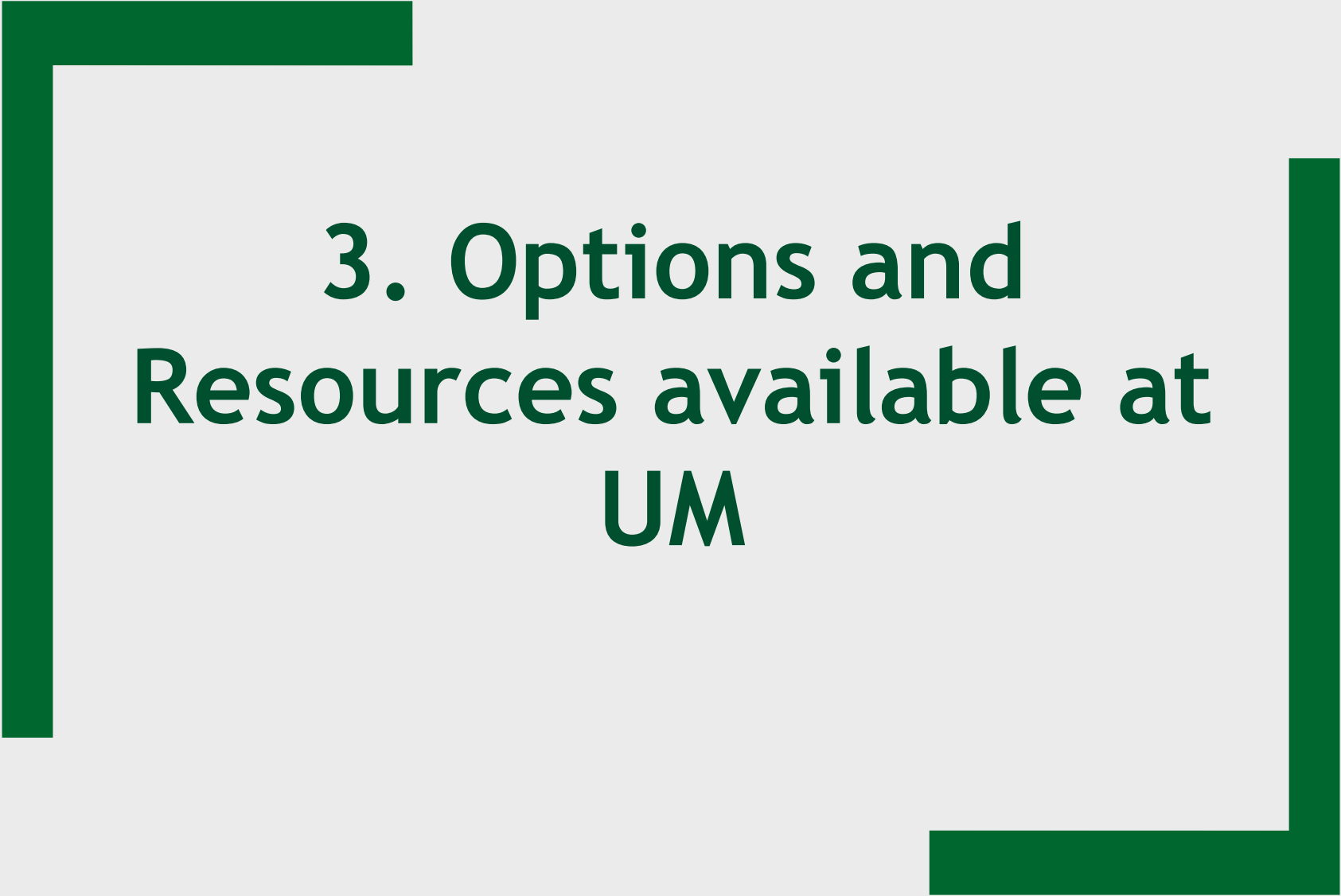


I'm not comfortable discussing that. Please do not discuss it with me.



I'm not comfortable with that. If you do it again I will have to leave.





3. Options and Resources available at UM



WE CAN'T SOLVE
PROBLEMS WE DO
NOT KNOW EXIST



HOW TO REPORT

Talk to your Manager or Department Leader

Consult your HR Partner

Report Sexual Misconduct Directly:

Titleixcoordinator@Miami.edu

Report Discrimination Directly:

employeerelations@miami.edu

What happens when you report misconduct?

Someone will reach out to you to explain the options and resources available to you. Any action that follows will be in direct consultation with you.

We are here to help!
Help us build an environment free from discrimination, one step at a time!

ONLINE REPORTING

EverBrighter

The Campaign for Our Next Century

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HOME > REPORT A CONCERN > UNIVERSITY HOTLINE

AAA

University Hotline

Who Do I Call?

University Hotline

The University of Miami is committed to the highest standards of ethical behavior in keeping with the DIRECCT values.

The University is committed to an environment where open, honest communications are the expectation, not the exception. Employees should feel comfortable approaching their supervisor or manager to discuss instances where a violation of policies or standards may have occurred.

In those situations where an employee prefers to make an anonymous report, via the web or by telephone, the University Hotline can be used to report concerns related to violations of policies and procedures, rules and



Confidential v. Anonymous Reporting



CONFIDENTIAL

Your information is known
but kept private



ANONYMOUS

Your identity is unknown



Faculty and Staff

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A scenic photograph of a mountain peak, likely El Capitan, with a quote overlay. The sky is a mix of orange and yellow, suggesting a sunrise or sunset. The mountain is dark and rugged, with some snow or ice visible on its face. The quote is in white text on a dark rectangular background.

Watch the pennies and the dollars
will take care of themselves.

Benjamin Franklin

Thank you for your time!



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