



What to do if you experience sex discrimination at college or work:

1. **Seek help.** Talk to your guidance counselor, women's center, or college dean and ask about the grievance procedures at your university or talk to your supervisor or human resources representative at work to learn about the grievance procedure.
2. **Put it in writing.** Always put everything in writing so you have a record and a timeline.
3. **Do your homework.** For more information on your rights, call the U.S. Equal Employment Opportunity Commission's (EEOC) hotline at 800/669-4000 or the U.S. Department of Education's Office for Civil Rights (OCR) at 800/421-3481.
4. **Avoid loose lips.** While the desire to talk about your case is understandable, the threat of counter suits for defamation is real.
5. **Get legal advice.** Talk to an attorney who has specific experience with sex discrimination in the academic or workplace environment. For an attorney referral in your state, e-mail LAF at laf@aauw.org.
6. **Act quickly.** There is a statute of limitations on filing complaints with the EEOC.
7. **Watch your nickels and dimes.** Talk to an attorney or accountant about the financial burdens of a lawsuit.
8. **Visit your doctor — Yes, your doctor.** You may experience a physical/emotional toll that should be addressed and documented.
9. **Prepare for the long haul.** Filing a discrimination lawsuit is a long process, but others have succeeded in fighting discrimination, and you can too.
10. **Find a support network.**

Women Welcome: Does Your College Campus Measure Up?

1. Does your campus have a women's center?
2. Is there a women's studies department?
3. How many female professors have tenure? What is the female/male (tenured) professor ratio?
4. What is the female/male student ratio?
5. What percent of women major in the hard sciences (physics, chemistry, mathematics, etc.)? What organizations/associations are available to women in these majors?
6. What percent of faculty in the hard sciences are women?
7. Does your campus have sexual harassment grievance procedures?
8. Are childcare facilities available on campus for faculty, students, and staff?
9. Are women in leadership roles (e.g., dean, president, top-level staff positions)?
10. What percent of women serve on the Board of Trustees?
11. Is the campus an AAUW college/university member?