

Tswj Tsis Pub Muaj Kev Hais Lus Dev Phem thiab Quab Yuam Rau Hauv UW-MADISON

Tsev kawm ntawv University of Wisconsin-Madison txwv kev hais lus dev phem, quab yuam (xws li quab yuam deev, quab yuam tham, ua phem rau tus nrog nyob thiab soj qab) thiab kev ua pauj qhaib rau cov saum no rau txhua qhov kev pab cuam rau kev kawm thiab lwm yam hauv tsev kawm ntawv.

Tas nrho cov neeg tuaj koom tsev kawm ntawv cov kev pab cuam thiab lwm yam, muaj lub luag hauj lwm pab txhawb kom tsis muaj kev hais lus dev phem thiab quab yuam kov uas kom tswj tus kheej txhob koj tus cwj pwm li ntawd, yuav tau kawm cov kev qhia thiab ua raws li kom ua qhia thaum lawv pom muaj kev hais lus dev phem los quab yuav kov.

Kev hais lus dev phem thiab quab yuam yog dab tsi?

Kev hais lus dev phem muaj xws li hais tej yam lus (dev) tsis xav hnov, kom ua tej yam ua (ua plees ua yig) pauv tej yam, thiab koj tus yam ntxwv los hais cov lus dev tsis xav hnov. Tus yam ntxwv uas cuam tshuam koj txoj kev ua haujlwm los kev kawm ntawv los ua tau ib qho chaw muaj kev ntshai, tsis sib hwm, los ua tsis tau haujlwm los kawm tsis tau ntawv yog ib qho chaw muaj hais lus dev phem. Thaum koj lees los tsis lees txais cov yam ntxwv phem ntawm yuav muaj kev cuam tshuam rau haujlwm los kev kawm ntawv, nws hu ua kev hais lus dev phem quab yuam, *quid pro quo* (qhov no pauv qhov tom).

Quab yuam (deev/kov) yog ib yam tsis tau kev tso cai. Kev tso cai txhais tau tias cov lus los yam ntxwv tus neeg ntawd hais los koj qhia tias nws pom zoo txais txoj kev sib tawb/kov. Kev quab yuam kov/deev txhaum nomtswv tebchaws, xeev Wisconsin, thiab UW-Madison cov cai uas tswj cov neeg ua haujlwm thiab cov mejiyig los tub ntxhais kawm ntawv.

Kev ua phem rau ua nkauj ua nraug/tus hlub: Ib “tus hlub” yog tus hluas nkauj/nraug los pom niam/txiv tam sim no los dhau los. Kev ua phem rau ua nkauj ua nraug los hauv vaj hauv tsev yog yam ua qhia tias nws muaj zog thiab ib leeg yuam ib leeg. Ua tib zaug phem xwb los tej zaum nws yeej muaj rau kev ua nkauj nraug los hauv tsev. Kev ua phem ua nkauj nraug los hauv tsev muaj raw li cem phem, ntaus, hem, ua kom ntshai, cais, thiab quab yuam kov/deev.

Kev soj qab yog ib tus cwj pwm tsis zoo ua rau ib tug neeg kom nws muaj kev nyuaj saib, ntshai tsam raug mob los tuag. Kev soj qab muaj raw li soj thiab hu los tiv tauj uas siv xovtooj hu, xa ntawv hauv xovtooj, siv *social media*, thiab ntsib kiag tus neeg.

Tus cai yeem ua kev phooj ywg: Tus cai yeem ua phooj ywg siv tau rau kev ua nkauj ua nraug ntawm ib tug neeg ua num/mejiyig thiab ob tug neeg ua haujlwm. Kev yeem ua phooj ywg txhais tau tias tus neeg pom zoo rau txoj kev hlub, ua nkauj ua nraug, los kev sib deev muaj tas sim no los yav tas. Kev ua nkauj ua nraug ntawm ib tug xibfwb thiab mejiyig txwv tsis pub muaj, yog tus mejiyig tab tom kawm los tus xibfwb ntseeg tias yav tom ntej yuav kawm nws hoob. Yog qhov kev yeem ua nkauj nraug no muaj rau ob tug neeg ua haujlwm uas ib tug muaj cai ntsuam xyuas tus ob kev ua haujlwm, tus muaj cai ntawd yuav tsum tau qhia sai li sai tau rau nws tus thawjsaib.

Kev hais lus dev thiab ua phem ua plees ua yig muaj ntau npau cas?

Nyob rau ib qho kev tshawb fawb ntsuam lub *Centers for Disease Control and Prevention* xyuas thaum 2010, muaj ze li 1 ntawm 5 leeg poj niam (18.3%) thiab 1 ntawm 71 leeg txiv neej (1.4%) nyob rau hauv teb chaws Meskas hais tawm tias lawv tau raug txoj kev quab yuam. Txuas ntxiv, *U.S. Equal Employment Opportunity Commission (EEOC)* tau txais tshaj 87,000 qhov raug tsub tsim rau kev hais lus dev phem/quab yuam uas ib tug yog pojniam los txiv neej ntawm chaw ua hauj lwm rau xyoo 2010-2016

Tej pawg neeg laus raug kev quab yuam thiab ua phem rau ntau tshaj, xws li tag nrho ib tsoom cov cev nqaij daim tawv txawv thiab cov pawg neeg tsawg thiab cov laj mej ntawm tsoom *LGBTQ*. Kev raug quab yuam thiab hais lus dev phem yuav cuam tshuam ntau yam rau cov neeg ua haujlwm. Cov neeg ua haujlwm yuav ua lawv txoj haujlwm tsis tau zoo, muaj mob, tsis tuaj ua haujlwm thiab koom ntawm nrog haujlwm tsawg.

Yuav Qhia rau Qhov Twg:

Cov tib neeg uas tau raug kev hais lus dev phem los quab yuam muaj ntau qhov chaw mus qhia tau qhov kev hla cai no rau, ntxiv rau qhov tsis qhia. Rau cov neeg txiav txim qhia, cov chaw nram no txais tau daim ntawv qhia liam cov kev hla tus cai no..

A. Tus [Title IX Coordinator](#) txais tau txhua daim ntawv qhia liam hla txoj cai no.

Lauren Hasselbacher, *Title IX Coordinator*
354 Bascom Hall
(608) 890-3788
titleix_coordinator@wisc.edu

B. Qhov chaw [Office of Workforce Relations](#) txais tau cov ntawv qhia liam hla tus cai no los ntawm cov neeg ua haujlwm.

Workforce Relations
Office of Human Resources
21 N. Park Street, Suite 5101
608-265-2257
wr@ohr.wisc.edu

C. Qhov chaw [Dean of Students Office](#) txais tau cov ntawv qhia liam hla tus cai no los ntawm cov mejyig los tub ntxhais kawm ntawv.

Dean of Students Office
70 Bascom Hall
(608) 263-5700 |
dean@studentlife.wisc.edu

Nws kuj pub qhia rau cov chaw ua num ceev xwm thiab:

UW-Madison Police Department
1429 Monroe Street
Non-emergency: 608-264-2677

Madison Police Department
211 S Carroll Street
Non-emergency: 608-255-23456

*Rau kev txhais ntawv, lus, thiab kev txhawb sib txuas lus txog daim ntawv no thiab lwm tus cai thiab kev pab, thov hu rau *Cultural Linguistic Services* rau lus *Spanish* (608) 265-0838 los (608) 265-1489, rau lub *Hmoob* (608) 263-2217, rau lus *Thaisnpej* (608) 890-2545, rau lus *Suav Mandarin* (608) 890-2628.

Cov Chaw Txhawb hauv Tsev Kawm Ntawv Tsis Pub Kom Leej Twg Paub

Employee Assistance Office (EAO)

Employee Assistance Office, los EAO, pab cov xibfwb thiab neeg ua num tuav thiab kom pab tau tus kheej thiab ua tau haujlwm zoo, thiab muaj kev pab txhawb kom txhob muaj kev txhawj. EAO muaj kev pab rau tsev neeg raug kev ua phem, tsim quab yuam, teeb meem tshuam kev xav thiab lwm yam. Cov neeg ua num thov kom nrhiav tus txhais lus tau rau thaum ntsib nrog EAO. Lub chaw ua num no yuav tswj tej ntaub ntawv tsis pub leej twg paub raws li txoj cai.



Employee Assistance Office
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON

608-263-2987 Chav 226, Lowell Hall
eao@mailplus.wisc.edu
610 Langdon Street
Madison, WI 53703

Ombuds Office

Lub UW-Madison *Ombuds Office* pab xyuas kom muaj kev to taub, sib txuas lus, thiab daws teeb meem rau tag nrho cov neeg ua num hauv UW-Madison. Lub chaw ua num no muab kev txhawb tsis pub leej twg paub thiab tsis tuaj twg tog pab kom cov neeg ua num hauv tsev kawm ntawv sib txuas lus tau zoo. Ib tug neeg ntawm lub *Ombuds office* yuav mloog tej yam koj muaj tsis txaus siab, qhia yuav tau ua li cas, thiab tham saib koj yuav ua li cas. Yog koj thov, tej zaum lawv yuav ua tus daws koj qhov kev tsis sib haum. Lub *Ombuds office* kuj yuav pab tswv yim rau koj tsis pub leej twg paub.



Ombuds Office
UNIVERSITY OF WISCONSIN-MADISON

608-265-9992

Chav 223-225, Lowell Hall
610 Langdon Street
Madison, WI 53703

University Health Services (UHS)

University Health Services (UHS) yog ib qho chaw kuaj mob rau cov mejyig ntawm UW-Madison. UHS kev txhawb cov raug teeb meem, kuaj mob, pab rau kev xav tsuas muaj rau cov mejyig xwb. Lawv cov neeg ua num pab tau tswv yim los muab kev qhia me me rau cov neeg ua num txog cov chaw pab, tabsis nrog tsis tau cov neeg ua num tham.



UHS | UNIVERSITY
HEALTH SERVICES

608-251-7273 (muaj pab 24 xuab moos)

2801 Coho Street, Suite 301
Madison, WI 53718

Hauv tsev kawm ntawv: Tshooj 7, 333 East Campus Mall

Cov Chaw Txhawb Tawm Sab Nraum Tsev Kawm Ntawv Tsis Pub Leej Twg Paub

DAIS

Domestic Abuse Intervention Services muaj kev pab dawb rau cov raug ua phem rau kev nkauj nraug/hauv tsev thiab soj qab, xws li muaj chaw nyob me ntsis dawb, pab txog cai lijchoj, kev qhia hauv zej zog thiab kev txhawb rau tej pab.

608-251-4445 (muaj pab 24 xuab moos)
2102 Fordem Avenue
Madison, WI 53704



Forensic Nurse Examiners Program

Muaj kuaj thiab xyuas khaws tseg tej yam yuav siv ua pov thawj rau cov raug quab yuav deev thiab ua phem rau ua nkaug nraug. *FNEP nurses* yuav kuaj saib raug mob li cas, khaws tseg tej yam ua pov thawj, thiab muab tshuaj tiv thaiv kab mob thiab/los kom txhob muaj taus menyuam.

(608) 417-5916
Emergency Department
within UnityPoint Health–Meriter Hospital
202 South Park Street
Madison, WI 53715



Dane County Rape Crisis Center

Muaj kev pab dawb rau cov raug ua phem/quab yuam, xws li kuaj, pab rau cai lijchoj, kev txhawb rau tej pawg, muab tswv yim rau tus kheej, qhia rau zej zog, thiab muaj cov hoob piav qhia.

608-251-7273 (muaj pab 24 xuab moos)
2801 Coho Street, Suite 301
Madison, WI 53718
Hauv tsev kawm ntawv: Tshooj 7, 333 East Campus Mall



Deaf Unity

Muaj kev txhawb rau cov raug quab yuam/ua phem, ua nkauj nraug, thiab soj qab. Cov ua num yog cov tsis hnov lus thiab siv tes piav. Cov kev pab muaj xws li xa ntawv hauv xovtooj, txhawb kev txhawj, thiab nrog mus ntsib kev cai lijchoj thiab kuaj mob.

Xa ntawv rau: 608-466-2881 (*Deaf Unity Hotline*)
PO box 8713
Madison, WI 53708



UNIDOS of Wisconsin

Muaj kev pab rau cov pojniam mev los *Latina* thiab tsis yog mev raug quab yuam thiab ua phem hauv vaj tse nyob hauv Dane county thiab cov *counties* ib thaj tsam ncig, xw s li muaj ntaub ntawv qhia thiab xa mus lwm qhov, txhawb tej pawg, qhia coj, txhawb, cov neeg raug tib yam sib txhawb, thiab kev sib pab hauv zej zog.



608-259-9195 (ntawm chaw ua num)
1-800-510-9195 (24/7 tus xovtooj pab txhua lub caij)

Freedom, Inc.

Muaj kev pab uas yog yam lus-raws tiam kev nyiam (ua nkauj nraug) thiab kab lig kev cai yog rau cov pojniam, nyiam ua nkauj nraug tsis raws cai, thiab cov hluas, rau cov tsev neeg *African American* thiab *Southeast Asian*. Kev pab rau cov raug ua phem rau hauv tsev thiab quab yuam muaj xwsli txhawb, mus pab, xav mus lwm qhov, pab kiag, thiab kev txhawb rau cov raug teeb meem thiab lawv tsev neeg.



608-416-5337
1810 S. Park St.
Madison, WI 53713

Room To Be Safe

Ib tug xovtooj tsis yog pab tam sim rau cov *lesbian, gay, bisexual, transgender and queer (LGBTQ)* uas muaj ntaub ntawvqhia txog npaj kev nyabxebb thiab tus neeg nyiam yus kev ua phem rau yus ntawm kev phooj ywg *LGBTQ* thiab txuas cov hu rau ib qho chaw pab hauv zos. Tus xovtooj no tsis yog ib tug hu tau 24 xuab moos. Yuav muaj neeg teb rov qab tsis pub dhau 24 xuab moos thiab tej lub caij ob hnub so. Koj hais tau kom hu xovtooj los xa ntawv hauv xovtoj tuaj tau.



(414) 856-LGBT (5428)

Kuj saib tau hauv: **UHS Campus and Community Resources**

<https://www.uhs.wisc.edu/prevention/violence-prevention/resources/>