



We have compiled some resources, advice, and relevant policy information for faculty facing targeted harassment and threats to their personal safety as well as their employment and academic freedom. If you have been personally harassed, [doxxed](#), or threatened by anyone inside or outside Penn, please reach out to AAUP–Penn colleagues and to relevant offices; don't face it alone. If a chair or administrator attempts to sanction you for extramural or intramural speech, please [contact us](#) immediately.

Resources for Faculty Facing Targeted Harassment

- [Dealing With Harassing Emails and Direct Messages](#) (PEN America)
- [Documenting Online Harassment](#) (PEN America)
- Equality Labs [Anti-Doxxing Guide](#)
- AAUP National: [Fighting Targeted Harassment of Faculty](#) and [What You Can Do About Targeted Harassment](#)
- [Faculty First Responders](#) (developed with the support of AAUP National)
- [Online Harassment Legal Basics 101](#) (PEN America)
- [Philadelphia Bar Association Lawyer Referrals and Information Service](#)

General Advice

- Keep an **incident log** with dates and times, type of communication, location or context, details of what occurred, and documentation including screenshots of emails or social media messages, your own transcripts of conversations or verbal threats, etc.
- If you are receiving harassing emails or voicemails, **remove your public contact information** from [Penn's online directory](#) and from department websites
- Change all passwords and use two-factor authentication where possible
- Never reply to abusive or threatening emails
- On social media, do not engage with “trolling” comments (intended to provoke you or to stoke outrage against you); block and report abusive accounts
- If you are being harassed on social media, consider locking your account or [editing privacy settings](#) to limit who can view your profile, who can tag or message you, etc.
- **Archive** disturbing emails instead of deleting; you can create a folder in your email client so that you don't have to look at them but can preserve evidence if needed
- Set up a filter or a “rule” in your mail client that will automatically move messages from certain senders or containing certain phrases to a designated folder
- If you need to show someone (such as your chair, an administrator, AAUP, a lawyer, etc.) a threatening email, take **screenshots** instead of forwarding it directly
- If needed, have a trusted friend screen your email for you to spare you distress
- Consider [removing your publicly available data](#) from online people-finder services
- Notify your department chair or program director and trusted colleagues if you are being harassed so that they can be prepared to defend you, and so they will not be caught off guard by misinformation about you from outside sources
- Faculty members who are being individually targeted or threatened should contact both our chapter's Executive Committee (aaup.penn@gmail.com) and the national office of

AAUP (academicfreedom@aaup.org) for advice and support, especially if your department or the administration has taken action against you

Penn Offices and Relevant Policies

- [Penn Support Services for Online Harassment](#) (via Public Safety; N.B.: This is the University's recommended procedure and may be relevant for credible threats of personal violence, though AAUP–Penn leaves it to the judgment of faculty whether or not it is wise to involve law enforcement)
- [Report Online Harassment Form](#) (goes to various Penn offices depending on the issue)
- [Penn Policy Against Retaliatory Action](#)
- [Procedure Governing Sanctions Taken Against Members of the Faculty](#)
- [Guidelines on Open Expression](#)
- [Academic Freedom and Responsibility](#)
- [Equal Opportunity and Affirmative Action Policy](#)
- [Nondiscrimination Statement](#)
- [Policy Prohibiting Workplace Violence](#)
- [Confidentiality of Employee Records](#)
- [Pennsylvania State Defamation Law](#)