

## Sexual harassment can look like:

- Non-consensual sexual contact (including when one or both people are under the influence of drugs/alcohol)
- Unwelcome sexually-explicit emails, phone calls or texts
- Unwanted attempts to kiss, fondle or touch
- Pressure for dates
- Sexual teasing or jokes
- Visual displays of sexually-explicit materials
- Punishment for failure to comply with sexual demands
- Requests for sex in exchange for higher grades, promotion, references or salary increase

## Are you afraid that:

- You misread the other person's actions?
- Your own behavior resulted in the unwanted behavior?
- People will think you asked for it?
- You will be treated as a troublemaker or fired if you complain?

The above fears are often expressed by people who experience unwanted sexual behavior. Don't let these fears stop you from seeking help. You have the right to a harassment-free educational and work environment. University policy, as well as state and federal laws, prohibit retaliation against individuals who raise such concerns.

## Counseling

These psychologists and mental health counselors provide confidential counseling, assessment, and crisis intervention services to currently-enrolled UW students. Counseling Center PH: 206-543-1240

## Medical Care

Sexual Assault Nurse Examiners (SANE) are available to provide specialized medical treatment for victims of sexual assault and are certified in evidence collection and preservation.

## Harborview Center for Sexual Assault

PH: 206-744-1600 or 206-744-1616 TDD

**UW Medical Center** – PH: 206-598-3300

## Trust Your Instincts

Pay attention to cues, comments and your experiences, and address unwanted conduct immediately. (If you see it happening to someone else, speak up!)

## Report It to UW

The University of Washington has designated offices responsible for assisting, investigating and/or resolving complaints:

### Title IX Investigation Office

For complaints that a student has violated the sexual misconduct provisions of the student conduct code. PH: 206-685-5334 Email: tixinv@uw.edu

### University Complaint Investigation Resolution Office (UCIRO)

For complaints concerning the conduct of University employees, including student employees. PH: 206-616-2028 Email: uciro@uw.edu

### Title IX Coordinator

For concerns relating to Title IX compliance and consultation for programs, departments, schools and colleges.

Kate Leonard

PH: 206-221-7932 Email: TitleIX@uw.edu

## Get Support

## Safety Concerns

### Safe Campus

Report concerns regarding personal and workplace safety. PH: 206-685-SAFE (7233)

### Husky Night Walk

PH: 206-685-WALK (9255)

### UW Shuttles Night Ride

Regular schedule: Washington.edu/facilities/transportation/uwshuttles/nr

*For TTY, use your preferred relay service*

# Take action

## You Can Say No

If you are comfortable doing so, tell the person that the conduct is unwanted and you want it to stop. If not, you can seek help.

## Campus Human Resources

For complaints involving staff employees, including student employees. PH: 206-543-2354 Email: uwhr@uw.edu

## Harborview Medical Center Human Resources

For complaints involving Harborview staff employees, including student employees. PH: 206-744-9220

## UW Medical Center Human Resources

For complaints involving medical center staff employees, including student employees. PH: 206-598-6116

## Academic Human Resources

For complaints involving faculty, librarians and other academic personnel. PH: 206-543-5630

## Report It to Law Enforcement

### UW Police Department

PH: 206.685.UWPD (8973) or 911 (if an emergency) Email: UWPolice@uw.edu

### Seattle Police Department

PH: 206.625.5011 or 911 (if an emergency)

## Confidential Advocates

Advocates provide confidential consultation if you have experienced sexual assault, relationship violence, domestic violence, stalking, or sexual harassment. They will provide support whether or not you decide to make a report.

### Health and Wellness Advocate - Confidential starting

point for students

PH: 206-685-4357 Email: hwadvoc@uw.edu

**UWPD Victim Advocate** – Confidential starting point for students, academic personnel, and staff, whether or not a police report is filed.

PH: 206.543.9337 Email: UWPDAdvocate@uw.edu

### Prohibits sexual harassment ...

The University of Washington is committed to protecting the rights and dignity of every individual in the University community. The University prohibits all forms of sexual harassment.

Discrimination on the basis of "sex" includes sexual harassment, which covers:

- unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature by a person who has authority over the recipient when:
  - submission to such conduct is made either an implicit or explicit condition of the individual's employment, academic status, or ability to use University facilities and services
  - submission to or rejection of the conduct is used as the basis for a decision that affects tangible aspects of the individual's employment, academic status, or use of University facilities
- unwelcome and unsolicited language or conduct that is of a sexual nature and is sufficiently severe, persistent or pervasive that could reasonably be expected to create an intimidating, hostile or offensive working or learning environment; or has the purpose or effect of unreasonably interfering with an individual's academic or work performance.

Any member of the University community found to have violated this policy is subject to disciplinary action, including, but not limited to, termination of employment or termination from educational programs (Executive Order 31).

### Prohibits retaliation

The University prohibits retaliation against any party for reporting, cooperating or participating in the University's complaint process and/or for exercising her/his rights protected by University policy (Executive Order 31 and Executive Order 51 and WAC 478-120).

### Prohibits sexual assault...

Sexual assault is defined as sexual contact with another person without, or that exceeds, that person's consent.

"Consent" means that at the time of and throughout the sexual contact, there are actual words or conduct indicating freely given agreement between the parties to engage in the sexual contact.

- Past consent does not imply future consent.
- Consent given to one person does not imply consent given to another person.
- Consent to one sexual act does not imply consent to other sexual acts.
- Lack of resistance to sexual contact does not imply consent.
- Consent can be withdrawn at any time.

Consent cannot be given or granted by a person who, at the relevant time, cannot understand the facts, nature, extent, or implications of the sexual contact for any reason, including, but not limited to, being asleep, unconscious, mentally or physically impaired due to an intellectual or other disability, or mentally or physically incapacitated due to the effects of drugs or alcohol.

Sexual contact is not consensual when force or coercion is threatened or used to gain acquiescence:

- Force includes the use of physical violence, physical force, threats, or intimidation to overcome resistance or gain agreement to sexual contact.
- Coercion includes using pressure, deception, or manipulation to cause someone to agree to sexual contact against his or her will, without the use of physical force. Pressure can mean verbal or emotional pressure.

Other forms of sexual misconduct include sexual exploitation and indecent exposure.

For more information, see Executive Order No. 51 and WAC 478-120.

# STOP Sexual Assault And Harassment



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