

### **Help is available:**

If you believe you are being harassed, please seek help, the earlier the better. The University of Washington has designated special offices to assist you. They include:

#### **University Ombudsman**

Seattle Campus  
301 Husky Union Building  
Phone: 206.543.0283

#### **University Complaint Investigation Resolution Office\***

4311-11th Ave. NE, Suite 630, Seattle  
Phone: 206.616.2028

#### **Office of the Vice Provost for Student Life\***

Director, Community Standards and Student Conduct  
G20 Husky Union Building  
Phone: 206.685.6194

#### **Upper Campus, Bothell and Tacoma Human Resources**

Bloedel Hall, Lower Level  
Phone: 206.543.2354

#### **Harborview Medical Center Human Resources**

401 Broadway-Suite 2100, Seattle  
Phone: 206.744.9220

#### **UW Medical Center Human Resources**

BB-150 UWMC  
Phone: 206.598.6116

#### **Health Sciences Human Resources**

D-302 Health Sciences  
Phone: 206.543.9406

#### **Equal Opportunity/Affirmative Action\***

Director  
134 Gerberding Hall  
Phone: 206.543.1830

#### **Intercollegiate Athletics\***

Office of the Director of Athletics  
308 Graves Annex  
Phone: 206.543.2279

\* denotes University representatives who also serve as Title IX Coordinators.

### **University of Washington policy prohibits sexual harassment:**

The University of Washington is committed to protecting the rights and dignity of each individual in the University community.

While most harassment involves men harassing women, sexual harassment may occur between persons of the same or opposite sex. The University prohibits all forms of sexual harassment.

Discrimination on the basis of "sex" includes sexual harassment, which covers: (1) 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 (a) 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, or (b) 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; or (2) unwelcome and unsolicited language or conduct that is sufficiently severe, persistent or pervasive that it 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 corrective and/or disciplinary action, including, but not limited to, termination of employment or termination from educational programs (University Handbook, Vol. Four, Part I, Chapter 2).

### **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 (University Handbook, Vol. Four, Part I, Chapter 2). Federal and state laws provide similar protection.

### **and assigns supervisors responsibility:**

Supervisors are responsible for establishing and maintaining work environments free from sexual harassment. All faculty and staff are required to report complaints of sexual harassment to their supervisors or the administrative heads of their organizations and to cooperate fully with investigative processes. Failure to do so may result in disciplinary action (Administrative Policy Statement 46.3).

# STOP SEXUAL HARASSMENT

The logo is a white, stylized letter 'W' on a red background.

UNIVERSITY of WASHINGTON

**Sexual harassment may include unwanted sexual or gender-based conduct severe, persistent or pervasive enough that it either creates an intimidating, hostile or offensive working or learning environment or unreasonably interferes with academic or work performance.**

### **Examples are:**

- requests for sex in exchange for higher grades, promotion, references, or salary increase
- punishment for failure to comply with sexual demands
- visual displays of sexually-explicit materials
- sexual teasing or jokes
- pressure for dates
- attempts to kiss or fondle
- unwanted touching
- obscene emails or phone calls

### **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 demoted, discharged or treated as a troublemaker if you complain?

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

### **Take action!**

**Don't ignore it.** Pay attention to cues, comments and your experiences, and address unwanted conduct immediately.

**Say no.** Tell the person that the conduct is unwanted and you want it stopped.

**Tell someone.** If you are an employee, tell your department chair, your supervisor, your Human Resources Consultant/Specialist, the University Complaint Investigation and Resolution Office, or another Title IX Coordinator. If you are a student, tell the Director of Community Standards and Student Conduct or another Title IX Coordinator what happened.

### **University representatives can help**

University representatives can provide you with options for dealing with your situation. Options range from suggestions on how to discourage the unwanted behavior yourself to mediation to informal intervention involving discussions with the person complained about and his/her supervisor in an effort to rectify the situation to filing a formal complaint.

When appropriate, the University will carry out an investigation, protecting the rights of both the person complaining and the person complained about. The University has been very successful in resolving sexual harassment complaints.

### **Harassment involving students**

The University of Washington Student Conduct Code (WAC 478-120-020) requires students to respect the rights of others which includes, among other things, refraining from engaging in sexual harassment. If you believe you are being harassed by a student, contact the Office of the Vice Provost for Student Life's Director of Community Standards and Student Conduct (phone: 206.685.6194). Sexual Assault and Relationship Violence Information Service (SARIS) is available for confidential safety planning and support (phone: 206.685.HELP).

### **The following reflect examples of situations reported by students and employees, and which, depending on the particular circumstances, may constitute sexual harassment:**

Professor Jones is Lynn's advisor. Professor Jones has driven Lynn home from the lab and recently pressured Lynn to stop for a drink on the way. On this occasion, Jones expressed an interest in a sexual relationship and said that it would be very disappointing if Lynn refuses. Lynn is about to enter the job market and is afraid that Jones will block good job opportunities if Lynn refuses.

Erin is a student employed in a computer lab as a consultant. A group of students regularly use a lab computer to access sexually explicit material over the Internet. They comment loudly about the material, and sometimes ask Erin to come to the computer under the guise of needing assistance; at these times, Erin has seen the material and found it offensive. One of the students has also sent excerpts of material to Erin through email.

Jerry is an administrative assistant who reports to Del. Del has always been very friendly to Jerry. Lately, Del has related details of sexual relationships to Jerry and has requested that the two of them stay late to work on a project. Del's behavior is making Jerry increasingly uncomfortable. Jerry decides to speak to Del directly and explain his concerns with Del's conduct, and request that said actions stop.

Kim works in a department where employees gather in a common work area to chat. Their conversations include politics, sports, department gossip, personal lives, and sexual matters. Kim wants to be included in the office camaraderie and occasionally joins in the conversations. The sexual banter makes Kim uncomfortable, though others appear not to be. Kim is afraid to express discomfort and risk being isolated and considered a troublemaker.