

EXAMPLES OF BEHAVIOR

That are Offensive and Discriminatory:

- Unwelcome touching and hugging
- Sexist and insulting graffiti, jokes and cartoons, often denigrating women
- Objectification of body parts and inappropriate reference to sexual situations
- Obscene telephone calls or messages (voicemail, e-mail, or written)
- Lewd remarks, catcalls, or whistles
- Inappropriate invitations or gifts of a sexual nature
- "Accidentally" brushing sexual parts of the body, inappropriate grabbing, fondling, kissing
- Indecent exposure or exposure to pornographic pictures you did not agree to view
- Soliciting sexual services
- Coerced sexual intercourse or sexual assault
- Invasion of one's personal space making the person feel uncomfortable
- Rating members of the opposite sex, derogatory statements or sexual slurs
- Stalking—repeatedly watching or following someone, communication via phone calls, e-mail or other means that seem obsessive and create fear and intimidation

UNIVERSITY POLICY ON PROHIBITED STUDENT DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT

Washington and Lee University is a community based on trust and respect for others. The quality of its life, academic and social, is shaped by the guiding principle of civility, and every member of the community is entitled to expect civil behavior from all other members. Students, faculty and staff have the right to be free from prohibited discrimination, harassment, and sexual misconduct within the University community. Specifically, the University prohibits discrimination, including harassment, on the basis of race, color, religion, national or ethnic origin, sex, sexual orientation, age, disability, or veteran's status in its educational programs and activities and with regard to employment. Such conduct violates not only University policy, but may also violate state and federal law.

<http://counsel.wlu.edu/policy/studentdiscrim.2002handbook8.htm>
Sexual Harassment of any type will not be tolerated at Washington and Lee.

SEXUAL HARASSMENT VS. FLIRTING

know the difference!

Sexual Harassment

Feels "bad"
Is one sided
Is degrading
Makes you feel powerless
Is power based
Is unwanted
Is illegal
Is demeaning
Produces negative self-esteem



Flirting

Feels "good"
Is reciprocal
Is a compliment
Makes you feel in control
Is based on equality
Is wanted
Is legal
Is flattering
Produces positive self-esteem



HOW CAN YOU HELP END SEXUAL HARASSMENT?

- **Speak Up!** – If a comment, joke or picture makes you feel uncomfortable let the person know that in your presence it is unacceptable to put anyone down based on gender.
 - **Name The Behavior** – Don't become a victim by accepting this type of behavior.
 - **Be More Than A Bystander** – Speak up to show your disapproval of the behavior. Avoid a "boys will be boys" attitude. Harassment creates an uncomfortable environment for everyone.
 - **Demand That The Harassment Stop** – Hold the harasser accountable for their behavior.
 - **Support Victims of Harassment** – Offer to help find a solution or refer to campus resources. Victims may hesitate to come forward due to fear, self-blame, not wanting to get the harasser in trouble.
- EVERYONE HAS THE RIGHT TO BE FREE FROM SEXUAL HARASSMENT.**
- **Report the Offensive Behavior** – Until the behavior is named and challenged, harassers **WILL** continue to objectify, threaten and humiliate others. Remember, there are few false reports of sexual harassment and no one ever asks to be a victim. Talk to a CAIR Resource, professional counselor or Dean. You can decide if you want steps to be taken to resolve the offensive behavior via mediation or a campus judicial hearing, or through legal action.

COMMUNITY RESOURCES

Project Horizon (Domestic Violence and Sexual Assault) _____ **463-2594**
Lexington Police Department _____ **463-2112 or 463-3705**
Rockbridge County Sheriff's Office _____ **463-7328**
Stonewall Jackson Hospital _____ **458-3300**

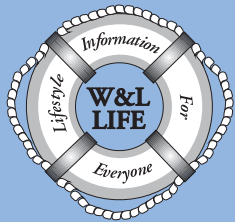
SEXUAL HARASSMENT VIOLATION OF PERSONAL BOUNDARIES

Where Do We Draw The Line?



WHEN DOES...

- ...a look become a leer?
- ...a touch become a grope?
- ...a joke become a taunt?
- ...a tease become harassment?



<http://life.wlu.edu>

**Washington and Lee University
Office of Health Promotion
University Counseling Center**

Campus Resources

Designated Officers — For Information about Washington and Lee’s Policy and Complaints Against Faculty

Dean and Associate Deans of the College, Williams School, and Law School

Designated Officer — For Complaints Against Staff

Director of Personnel Services

Designated Officers — For Complaints Against Students

Dean of Students and University Mediator

CAIR Resources

Confidential and Impartial Resolution Resources

- ASSIST YOU IN UNDERSTANDING the University Policy Prohibiting Discrimination, Harassment and Sexual Misconduct.
- EXPLAIN YOUR OPTIONS for formal or informal resolution of complaints of harassment or discrimination.

Jennifer J. Ashworth
458-8771

Newcomb, 1st floor
ashworthj@wlu.edu

Harlan R. Beckley
458-8784

Newcomb, 2nd floor
hbeckley@wlu.edu

C. Elizabeth Belmont
(Head CAIR Resource)
458-8561

Sydney Lewis Hall
belmontb@wlu.edu

William “Burr” Datz
458-4045

University Center, 2nd floor
wdatz@wlu.edu

Teresa Hanlon
458-8864

Science Center, Howe
hanlont@wlu.edu

Janet Ikeda
458-8936

5 University Place room 12
ikedaj@wlu.edu

Brian C. Murchison
458-8786

Sydney Lewis Hall
murchisonb@wlu.edu

David R. Novack
458-8792

Newcomb, 3rd floor
novackd@wlu.edu

Stacy McLoughlin
458-8784

Newcomb, 2nd floor
mcloughlins@wlu.edu

Eduardo Velasquez
458-8018

Williams School 125B
velasqueze@wlu.edu

CAIR INFO Line: 458-5800

http://campuslife.wlu.edu/Student%20Affairs/cair_resources.htm

**Student Health Center
University Counseling
Security**

**Office of Health Promotion
LIFE Peer Health Educators**

**x8401
x8590
x8999
x4501
x4501**

Peer Counselors

Beeper 462-2915

Funded by a grant from the
Virginia Department of Health



what is SEXUAL HARASSMENT?

- Sexual harassment is any **unwelcome** sexual or gender-based behavior (verbal or physical), either involving use of a **position of authority** to obtain sexual favors or amounting to **severe or pervasive conduct** and creating a **hostile** work or academic environment.
- Sexual harassment is **gender-based discrimination, unwanted sexual attention, and sexual coercion**.
- Sexual harassment is about **power, coercion, intimidation and aggression**; not courtship, social attractiveness or romantic interest.
- Sexual harassment can occur between individuals of different sexes or the same sex. Even though sexual harassment is often directed towards women, men can also be the recipients of this type of harassment either from other men or women.
- Factors to consider in deciding if sexual harassment has occurred: context, duration, frequency, and severity of the offensive behavior.
- Sexual harassment can occur between students, between a faculty/staff member and a student, or between a student worker and supervisor. Whatever the relationship, **SEXUAL HARASSMENT IS WRONG AND NO ONE SHOULD HAVE TO TOLERATE THIS BEHAVIOR. NAME IT, REPORT IT, GET HELP!**

TWO TYPES of Sexual Harassment

1. *Quid pro quo* or “This for That”

The harasser uses their position of authority in an attempt to obtain sexual favors in exchange for employment or academic opportunities (such as hiring, promotions, grades or recommendations).

2. *Hostile Environment*

Severe or pervasive unwelcome sex-based conduct that creates a hostile work or academic environment which is threatening, intimidating and offensive. Typically this involves a repeated pattern of sexually offensive comments and/or behaviors.