

## University of Washington policy 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: (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 disciplinary action, including, but not limited to, termination of employment or termination from educational programs (Executive Order No. 31).

\*Sexual violence is a form of sexual harassment

### ... 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 No. 31). Federal and state laws provide similar protection.

### ...and assigns responsibility for reporting:

Supervisors are responsible for establishing and maintaining work environments free from sexual harassment. All faculty and staff are required to report 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).

## Example Situations

The following are situations reported by students and employees, and which, depending on the particular circumstances, may constitute sexual harassment:

- 1 Lisa is a first year undergraduate student from out of state. During the first week of school she attended an off-campus party being hosted by a friend from home. At the party Lisa had a few drinks and met Daniel, who is in one of her classes. Daniel and she danced a bit and then he asked her to come to his room to watch a movie. Lisa went upstairs and had another beer and watched the movie but eventually passed out. She woke up the next morning naked in Daniel’s bed. Lisa doesn’t remember anything other than going to Daniel’s room.
- 2 Professor Jones is Terry’s advisor. Professor Jones has driven Terry home from the lab and recently pressured Terry to stop for a drink on the way. On this occasion, Professor Jones expressed an interest in a sexual relationship and said that it would be very disappointing if Terry refuses. Terry is about to enter the job market and is afraid that Professor Jones will block good job opportunities if refused.
- 3 Erin is a student employee who spends a lot of time in the computer lab. A group of students in her class 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.
- 4 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 about the unwanted conduct. Although Jerry requests that Del’s actions stop, they continue.



# STOP Sexual Harassment

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UNIVERSITY of  
WASHINGTON  
BOTHELL



# Take action!

## Sexual harassment can look like:

- non-consensual sexual contact (incl. when one or both people are under the influence of drugs/alcohol)
- 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, prohibits retaliation against individuals who raise such concerns.

## Get support.

These UW programs can consult with you about your situation:

### Safe Campus

Report concerns regarding personal and workplace safety • **PH: 206.685.SAFE (7233)**  
washington.edu/safecampus

### UW Bothell Student Services

Consultation, assessment, and intervention services to assist students in times of need • **PH: 425.352.3183**  
uwb.edu/studentsservices

## 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.

The University of Washington Bothell has designated offices responsible for responding to, investigating, and resolving complaints:

### Title IX Coordinator

Reviews concerns relating to Title IX compliance and provides consultation for programs, departments, schools, and colleges. Amanda Paye, Office of Risk Management, 22 Gerberding Hall, Seattle Campus • **PH: 206.221.7932** apaye@uw.edu • f2.washington.edu/treasury/riskmgmt/compliance/titleIX

### University Complaint Investigation Resolution Office

For complaints concerning the behavior of University employees, including student employees • **PH: 206.616.2028** f2.washington.edu/treasury/riskmgmt/UCIRO

### UW Bothell Student Conduct

For complaints involving students • **PH: 425.352.3183** uwb.edu/studentsservices/studentconduct/

### Campus Human Resources

For complaints involving employees, including student employees • **PH: 206.543.2354** washington.edu/admin/hr

### UW Bothell Counseling Services

Provides confidential, short-term counseling to currently-enrolled UW Bothell students free of charge • **PH: 425.352.3183** uwb.edu/studentsservices/counseling

### UW Police Department Victim Advocate

Provides assistance to individuals or their family members who have been a victim or witness to a crime • **PH: 206.543.9337** washington.edu/admin/police/crimevictimadvocacy

### UW Bothell CARE Team

A resource for the entire campus community when there are concerns about a student's well-being. uwb.edu/studentsservices/counseling/care-team

## Say No.

If you are comfortable doing so, tell the person that the conduct is unwanted and you want it to stop.

### UW Bothell Human Resources

For complaints involving staff, including student staff • **PH: 425.352.5462** uwb.edu/hr

### Academic Human Resources

For complaints involving faculty, librarians and other academic personnel • **PH: 206.543.5630** washington.edu/admin/acadpers

### UW Bothell Academic Affairs

For complaints involving faculty, librarians and other academic personnel • **PH: 425.352.5459** uwb.edu/academic

### UW Bothell Security and Campus Safety

Provides security and campus safety services to UW Bothell and Cascadia students. • **PH: (Dispatch) 425-352-5359** uwb.edu/safety

## Report It to Law Enforcement.

### Bothell Police Department

• **PH: 425.486.1254** or 911 for emergencies

## Community Resources

Other community resources can also provide support

### Evergreen Hospital 24/7 Emergency Care

Sexual Assault Nurse Examiners are available to provide specialized medical treatment for victims of sexual assault and are certified in evidence collection and preservation. • **PH: 425.899.1711** 12040 NE 128th Street, Kirkland, WA 98034 • evergreenhealth.com/for\_patients/medical\_services/emergency\_care/

### King County Sexual Assault Resource Center

Provides resources to alleviate, as much as possible, the trauma of sexual assault for victims and their families • **PH: 888-998-6423** 24-Hour Resource Line • kcsarc.org

For TTY, use your preferred relay service

**Sexual harassment** may include unwelcome conduct of a sexual nature that is sufficiently severe, persistent or pervasive that it could reasonably create an intimidating, hostile, or offensive working or learning environment, or unreasonably interfere with academic or work performance.