

b. Policy #A_policy).

i. Protecte Classes #A_protecte_classes).

ii. Discrimination #A_discrimination).

iii. Application of Policy #A_application_policy).

iv. Violation of Policy #A_violation_policy).

III. Sexual Harassment (15.B) #fifteen_b).

a. Policy #B_policy).

i. Definition of Consent #B_definition_consent).

b. Violation and Application of Policy #B_violation_application_policy).

i. Title IX Sexual Harassment

- sex and gender
- sexual orientation
- gender identity or expression
- Religion
- Age
- Color
- Creed
- National or ethnic origin
- Marital status
- Genetic information
- Status as a protected veteran, an honorably discharged veteran, or member of the military
- Physical, mental, or sensory disability, including the use of a trained service animal
- Immigration or citizenship status, except as authorized by federal or state law, regulation, or government contract

Compliance and Civil	

E-mail:	
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supportive measures are available with or without filing a complaint)

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...ing party/complainant's wishes, with respect to supportive measures, are

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...enting their concerns

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...ing P•Re% Qær 'PA%)r"c- " Öð

Req esting a cons litation

Filing a formal complaint for the p rpose of:

- Req esting an informal resol tion an /or
- Req esting a Univer

in 000W/000D9005W02V0006040N003602090000009000W0000bq000D9000veq000000 q 00xi000

Cougar Health Services	
Mailing address:	P.O. Box Wash Unive P. Ilm 2302
E-mail:	<u>Civil Rights Coordinator</u> <u>mailto:CH.civilrightsco</u> <u>ordinator@wsu.edu</u>

- Filled out by the Director/Title IX Coordinator, the complainant, or the complainant's legal guardian/parent where the [redacted]

If the contact file is Do

- The support options available to the participants
- The likelihood of any continuing effects on W U activities, programs, or events
- Available resources
- The amount of time that has passed
- The existence of available records
- The availability of witnesses and
- The impact of time on witnesses' ability to recall accurate information.

- W U co nseling or me icgN00

The reporting and responding parties in an investigation are responsible for:

- Providing verbal or written statements, if desired
- Presenting the names of witnesses, if desired
- Reviewing and responding to University communications provided to their WU e-mail account and
- Participating in a restorative or disciplinary proceedings.

- Applicable collective bargaining agreements, and
- Washington's Contract for Teachers (WAC 504-26 <https://apps.leg.wa.gov/WAC/default.aspx?cite=504-26>), including any appeal procedures provided in the applicable standard.

- Extension of academic timelines

-

- Coordinate and cooperate with the Lead Title IX Coordinator or CCR regarding compliance, investigations, and resolutions under this policy, including taking appropriate steps to prevent or respond to potential retaliation and interference as prohibited by this policy
- Ensure staff are adequately trained on this policy (see [Employee Training Requirements #employee_training](#)))
- Engage in preventative activities and create a culture of compliance with this policy
- Promptly report possible violations of this policy as required (see [Employee Reporting Requirements #employee_reporting](#)))

- Has the effect of, or the potential to, unreasonably interfere with or limit an individual's work, activity

Violation of Discrimination Law

Any action that would be a violation of any state of Washington or federal discrimination law is also a violation of this policy.

- Force or coercion is threatened or used to procure compliance with the sexual activity.

◦ L

3. **Dating Violence** – violence committed by a pe

W U may act upon incidents that are outside of the application of this policy if another University policy provides restriction.

Other Sexual Harassment Definitions

1. Title VII Sexual Harassment. Amongst employees, harassment on the basis of sex is defined as unwelcome

sexual advances, requests for sexual favors, or other verbal or physical conduct of a discriminatory nature, if the conduct is severe or pervasive enough to create a hostile work environment for the victim, or if the conduct affects the victim's employment opportunities or status.

- a. Submission to sexual advances or requests for sexual favors as a condition of employment
- b. Submission to or rejection of sexual advances or requests for sexual favors affecting status in the workplace
- c. Sexual conduct that has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive work environment

2. Other Sexual Harassment

- a. Unwelcome, intentional sexual advances, requests for sexual favors, or other verbal or physical conduct of a discriminatory nature
 - i. Interferes with an individual's performance or creating an intimidating, hostile, or offensive work environment
 - ii. Adversely affects an individual's employment opportunities or status
 - iii. Creates an intimidating, hostile, or offensive work environment
 - iv. Results in a tangible employment action such as suspension, demotion, transfer, layoff, or termination, or a tangible negative effect on an individual's work environment, such as a change in assignment, reduction in pay, or denial of a promotion, or a tangible negative effect on an individual's work environment, such as a change in assignment, reduction in pay, or denial of a promotion
- b. Sexual abuse or sexual harassment as defined in the Title IX sexual violence policy

3. Sexual Exploitation

Sexual exploitation is the use of one's position of authority to engage in sexual activity for one's own advantage, pleasure, or gratification, or that behavior that exploits the sexual vulnerability of another person. Examples of sexual exploitation include:

- a. Causing or attempting to cause another person to engage in sexual activity
- b. Involving another person in sexual activity without their consent
- c. Prostituting another person
- d. Engaging in voyeurism or exposing one's sexual desire or genitalia in a workplace without the permission of the individual or filming in a workplace
- e. Knowingly or recklessly exposing another person to a sexually transmitted infection
- f. Exposing one's genitalia in a workplace

g. ex ally-base stalking an /or b llying.

4. **Retaliation.** Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

5. **Interfer**

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e. Cyber harassment.

3. **Sexual harassment** may include:

a. Sexually explicit
sexual comments
or remarks

b. Persistent

c. Hostile or

d. Uninvited
sexual activities
or interference

4. **Qui pro uo**

a. Direct or

