

What is Sexual Harassment?

Sexual Harassment is a form of sex discrimination prohibited by Title IX.

Sexual harassment includes, but is not limited to unwelcome verbal, non-verbal, or physical conduct relating to sex, which includes sex stereotypes, sex characteristics, pregnancy or related conditions, and sexual orientation. Sexual harassment includes the category of hostile environment harassment, which is conduct that is subjectively and objectively offensive and is so severe, pervasive, and objectively offensive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity. Sexual harassment also includes quid pro quo conduct, which is explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.

Sexual Violence includes any physical sexual act perpetrated against a person's will or where the person is incapable of giving consent (e.g. due to the person's use of drugs or alcohol, being a minor, or having an intellectual or other disability that prevents them from having the capacity to understand the situation and give consent). Types of sexual violence include **rape, sexual assault, sexual battery, sexual abuse and sexual coercion**.*

Stalking is defined as conduct that would cause a reasonable person to fear for their or another's safety, or behavior that causes substantial emotional distress.*

Domestic Violence and Dating Violence is also considered to be sexual harassment.

What Does Title IX Require?

ALL University community members must comply with Title IX, including, and without limitation, students, faculty, staff, university administrators, coaches, counselors, and visitors. All are encouraged to report incidents of sex discrimination or sexual harassment of which they become aware.

A group of UDC employees are designated as Officials with Authority (OWA) who are mandatory reporters. They **MUST** report sex discrimination or sexual harassment of which they have knowledge to UDC's Title IX Coordinator. **Failure to do so can result in disciplinary action.**

The list of OWAs/Mandatory Reporters can be found in the [UDC Title IX Policy Statement and Procedure](#).

What is Title IX?

* Title IX is a federal law passed in 1972 that prohibits sex discrimination in all activities and programs of educational institutions in the United States that receive federal funds, which includes the University Of the District of Columbia (UDC).

* Once the institution knows or reasonably should know of a potential Title IX violation, we have an obligation to investigate and respond.

* Title IX covers ALL assaults regardless of the sex of the harasser, i.e., even if the harasser and the person being harassed are members of the same sex.

* Under Title IX the University is required to investigate all matters involving sex discrimination and sexual harassment or violence, including stalking and domestic violence.



Is Retaliation Prohibited?

Yes, Title IX prohibits retaliation for making a good faith complaint about sex discrimination or sexual harassment or for participating in or otherwise being associated with an investigation of alleged sex discrimination or sexual harassment.

Anyone who believes or receives a complaint that prohibited retaliation has or is occurring should immediately contact the Title IX Coordinator.

Reporting Sexual Crimes

Always report sexual assault and other sexual harassment that may constitute a crime to law enforcement.

Contact **UDC's Office of Public Safety** at **202-274-5050** or any police jurisdiction by dialing **9-1-1**

How to Report Title IX Violations

UDC students, employees and other University community members who believe or receive a complaint that sex discrimination or sexual harassment is occurring or has occurred should contact:

Sheilah Vance, J.D.

Compliance Officer and Title IX Coordinator

4250 Connecticut Avenue, Room 2424

Washington, DC 20008

sheilah.vance@udc.edu or titleix@udc.edu

202-274-5421 (o) 771-210-9423 (c)

The following persons are designated as confidential support employees and are not required to report information that identifies the alleged victim or third party complainant:

UDC Counseling and Student Development Center

202-274-6000

UDC University Health Services

202-274-5030

Additional University Resources

DC Rape Crisis Center

202-333-7273

House of Ruth

202-667-7001

The DC Center (LGBT Resources)

202-682-2245