

**2019-2020  
Title IX  
and Harassment  
and Discrimination  
Examples**

# A Word RE: “Hostile Environment”

A **hostile** environment is defined as an environment on campus that, through harassing conduct (e.g., physical, verbal, graphic or written) based on a person’s protected status (e.g., sexual orientation, age, etc.), becomes sufficiently severe, pervasive or persistent so as to **interfere with or limit the ability of an individual to participate in or benefit from a university program or activity.**

# SEXUAL HARASSMENT

Sexual harassment can be...

- **Verbal** (e.g. comments about body, spreading sexual rumors, sexual remarks or accusations, dirty jokes or stories)
- **Visual/Non-Verbal** (e.g. display of naked pictures or sex-related objects, obscene gestures)
- **Physical** (e.g. grabbing, rubbing, flashing or mooning, touching, pinching in a sexual way, sexual assault)

Some types of **VERBAL** behavior that may constitute sexual harassment are:

- Continuous idle chatter of a sexual nature and graphic sexual descriptions;
- Sexual slurs, sexual innuendoes, sexual accusations and rumors, and other comments about a person's clothing, body and/or sexual activities;
- Offensive and persistent risqué jokes; “dirty” jokes; or jesting and teasing/kidding about sex or gender-specific traits;
- Inappropriate, offensive personal remarks/comments/statements of sexual nature;
- Suggestive or insulting sounds such as whistling, wolf calls or kissing sounds;
- “Cat-calling” / “Street Harassment” – (e.g. “Hey gorgeous!”) ... may deny an individual mobility, access, and presence;
- Disparaging gender remarks;

Some types of **VERBAL** behavior that may constitute sexual harassment are:

- Sexually provocative comments or compliments about a person's clothing or the way their clothes fit;
- Comments of a sexual nature about weight, body shape, size or figure;
- Comments about the sensuality of a person, or his/her spouse or significant other;
- Distribution of written or graphic materials that are derogatory and are of a sexual nature; sexually demeaning comments, graffiti, illustrations, notes;
- Pressure / repeated unsolicited propositions for dates and/or sexual relations;
- Requests for sexual favors in exchange for a grade; sexual favoritism; and
- Asking about sexual fantasies, preferences or history

Examples of **VISUAL/NON-VERBAL** behaviors that maybe considered sexual harassment are:

- Sexual looks such as leering and ogling with suggestive overtones;
- Licking lips or teeth, winking or throwing kisses;
- Holding or eating food provocatively;
- Lewd gestures, such as hand or sign language to denote sexual activity;
- Persistent and unwelcome flirting;
- Staring at an individual or looking a person up and down (elevator eyes); and,
- Displaying sexually suggestive pictures, calendars, posters, statues, etc.

Some examples of **UNWANTED PHYSICAL CONTACT** that may be considered sexual harassment are:

- Touching that is inappropriate, deliberate, unwelcome in the workplace or classroom, such as patting, pinching, stroking, kissing, fondling, or brushing up against the body;
- Giving a massage around the neck or shoulders;
- Attempted or actual kissing or fondling;
- Cornering or “mauling” (touching/kissing in a rough sexual way);
- Coerced sexual relations;
- Touching or rubbing oneself sexually around another person;
- Pranks such as exposing underwear or parts of the body; and
- Putting one’s arms around another’s waist, on their shoulders, etc.

## Examples of Sexual Harassment

- A professor insists that a student have sex with him/her in exchange for a good grade.
- A student repeatedly sends sexually oriented jokes around on an email list she/he created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live.
- Explicit sexual pictures are displayed in a professor's office, on the exterior of a residence hall door or on a computer monitor in a public space.
- Two supervisors frequently 'rate' several employees' bodies and sex appeal, commenting suggestively about their clothing and appearance.
- A professor engages students in discussions in class about their past sexual experiences, yet the conversation is not in any way germane to the subject matter of the class. She probes for explicit details, and demands that students answer her, though they are clearly uncomfortable and hesitant.

## Examples of Sexual Harassment (Cont'd.)

- An ex-girlfriend widely spreads false stories about her sex life with her former boyfriend to the clear discomfort of the boyfriend, turning him into a social pariah on campus.
- Male students take to calling a particular brunette student “Monica” because of her resemblance to Monica Lewinsky. Soon, everyone adopts this nickname for her, and she is the target of the relentless remarks about cigars, the president, “sexual relations”, and Weight Watchers.
- A student grabbed another student by the hair, then grabbed her breast and put his mouth on it.
- Non-consensual video or audio-taping of sexual activity
- Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you have consensual sex)

[~from Western Oregon University]

# DOMESTIC / DATING VIOLENCE

- “Domestic violence does not discriminate. Anyone of any race, age, sexual orientation, religion or gender can be a victim – or perpetrator – of domestic violence. It can happen to people who are married, living together or who are dating. It affects people of all socioeconomic backgrounds and education levels.”
- “Domestic violence includes behaviors that physically harm, arouse fear, prevent a partner from doing what they wish or force them to behave in ways they do not want. It includes the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation. Many of these different forms of domestic violence/abuse can be occurring at any one time within the same intimate relationship.”



# DOMESTIC / DATING VIOLENCE

**Some of the signs of an abusive relationship may include a partner who:**

- Tells you that you can never do anything right
- Shows extreme jealousy of your friends and time spent away
- Keeps you or discourages you from seeing friends or family members
- Insults, demeans or shames you with put-downs
- Controls every penny spent in the household
- Takes your money or refuses to give you money for necessary expenses
- Looks at you or acts in ways that scare you
- Controls who you see, where you go, or what you do
- Prevents you from making your own decisions
- Tells you that you are a bad parent or threatens to harm or take away your children
- Prevents you from working or attending school
- Destroys your property or threatens to hurt or kill your pets
- Intimidates you with guns, knives or other weapons
- Pressures you to have sex when you don't want to or do things sexually you're not comfortable with
- Pressures you to use drugs or alcohol

# DATING VIOLENCE/ABUSE

## EXAMPLES

- **Physical Abuse:** Any intentional use of physical force with the intent to cause fear or injury, like hitting, shoving, biting, strangling, kicking or using a weapon
- **Verbal or Emotional Abuse:** Non-physical behaviors such as threats, insults, constant monitoring, humiliation, intimidation, isolation or stalking
- **Sexual Abuse:** Any action that impacts a person's ability to control their sexual activity or the circumstances in which sexual activity occurs, including rape, coercion or restricting access to birth control
- **Digital Abuse:** Use of technologies and/or social media networking to intimidate, harass or threaten a current or ex-dating partner such as demanding passwords, checking cell phones, cyberbullying, non-consensual sexting, excessive or threatening texts or stalking on social media
- **Stalking:** Being repeatedly watched, followed, monitored or harassed. Stalking can occur online or in person, and may or may not include giving unwanted gifts
- **Financial Abuse:** Exerting power and control over a partner through their finances, including taking or withholding money from a partner, or prohibiting a partner from earning, or spending their money

# STALKING

## EXAMPLES MAY INCLUDE:

- Following you around or spying on you
- Sending you unwanted emails or letters
- Calling you often
- Showing up uninvited at your house, school, or work
- Leaving you unwanted gifts
- Damaging your home, car, or other property
- Threatening you, your family, or pets with violence

~ US Dept. of Health and Human Services

# STALKING (Cont'd.)

## EXAMPLES MAY INCLUDE:

- Sending unwanted, frightening, or obscene emails, text messages, or instant messages (IMs)
- Harassing or threatening you on social media
- Tracking your computer and internet use
- Using technology such as GPS to track where you are

~ US Dept. of Health and Human Services

# HAZING

## EXAMPLES MAY INCLUDE:

- Forced activities for new recruits to 'prove' their worth to join
- Forced or required consumption of alcohol
- Requirement to eat spicy foods, other substances
- Requirement to endure hardships such as staying awake, menial tasks, physical labor, running while blindfolded, etc.
- Humiliation of new or potential members
- Isolation of new or potential members
- Beatings, paddling, or other physical acts against new or potential members
- Requirements for new or potential members to do things established members are not required to do
- Illegal activities such as requirement to steal local items as part of a scavenger hunt

# HAZING – Subtle

- Deception
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members/rookies to perform duties not assigned to other members
- Socially isolating new members/rookies
- Line-ups and drills/tests on meaningless information
- Requiring new members/rookies to refer to other members with titles (e.g. "Mr.", "Miss") while they are identified with demeaning terms

~ Hazing Prevention.Org

# HAZING – Subtle

- Expecting certain items to always be in one's possession
- Ostracizing a student from activities/events because of his/her status with the group
- Calling a student a demeaning name because of his/her status with the group
- Writing progress reports on students inspected by other students
- Scavenger hunts for meaningless objects
- Phone duty or cleaning duties, if only assigned to certain student for the purpose of being a part of that organization or team
- Scaring students with what may happen at.....initiation
- Deprivation of privileges

# HAZING – Harassing

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning etc.
- Sleep deprivation

~ Hazing Prevention.Org

# HAZING – Harassing

- Sexual simulations
- Expecting new members/rookies to be deprived of maintaining a normal schedule of bodily cleanliness.
- Be expected to harass others
- Any form of questioning under pressure or in an uncomfortable position.
- Requiring students to wear ridiculous costumes or perform ridiculous activities
- Requiring only certain students to enter by back door.

~ Hazing Prevention.Org

# HAZING – More Violent

- Forced or **coerced** alcohol or other drug consumption
- Beating, paddling, or other forms of assault
- Branding
- Forced or **coerced** ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- Expecting illegal activity

~ Hazing Prevention.Org

# HAZING – More Violent

- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection
- De-clothing any student for the purpose of a ritual, whether it is for the ritual of the first day on the team, birthdays, etc.
- Hitting or punching, with or without an object
- Performing or participating in a ritual, which requires you to carry out any form of physical torture to one or more students because of their status on the team, or organization (ex.: freshman, new member) or the purpose of a special occasion or event (ex.: birthday, membership anniversary)

# COERCION – What/How?

- Using threats
- Using guilt
- Rationalizing it
- Making someone feel obligated
- Continuous verbal pressure
- Using alcohol/drugs to make someone more vulnerable