

Dealing with SEXUAL HARASSMENT

What is Sexual Harassment?

Sexual Harassment is an unwelcome sexual advances(s), and can be subtle and indirect, or blatant and overt and can take on many forms:

- Unwelcome requests for sexual favors in exchange for favorable treatment, or for fear of unfavorable treatment, usually caused by someone superior to victim.
- Persistent and unwanted verbal, nonverbal, or physical conduct of sexual nature (e.g., in person, by phone, text, email, or social media).
- The inappropriate conduct must be sufficiently severe or sufficiently pervasive. A one-time event may be severe enough to constitute harassment, especially if it involves physical contact. Pervasive harassment involves conduct that occurs frequently and over a long period of time.

Consent

There are many forms of consent:

- **Affirmative:** silence/lack of protest, in and of itself, doesn't mean consent.
- **Conscious:** a person cannot consent if they are incapacitated, or unable to understand due to mental or physical condition.
- **Voluntary:** must be given without coercion, force, threats, or intimidation.
- **Revocable:** consent must be ongoing and can be revoked at any time.

Sexual contact that is mutually desired, is not harassment. However, consensual relationships between individuals of unequal positions (e.g., student and professor, volunteer and employee, employee and supervisor) should be avoided.

How to Stop it

- Recognize when it's Sexual Harassment, and speak up when behavior is making you feel uncomfortable.
- Behavior that is not stopped will continue and progress.
- Seek advice from people that can help. Reference the resources listed on this sheet, speak to your supervisor.

The Sexual Harassment Policy applies to all students, faculty, staff, and volunteers. Any member of the University community who is found to have engaged in Prohibited Conduct may be subject to disciplinary action, up to and including dismissal in accordance with the applicable University disciplinary procedure.

Reporting & Resources

Sexual Harassment and sexual violence are prohibited under UC Policy. Students and employees are strongly encouraged to report such incidents to the Title IX Office.

Title IX Office: may assist with interim measures and accommodations, provide information about confidential resources, and provide options for addressing reports such as investigation or alternative resolution. titleix@conet.ucla.edu | 310.206.3417

UCLA Police Department: may assist with criminal investigation and provide additional resources. info@ucpd.ucla.edu | 310.825.1491

Campus Assault Resources & Education (CARE) **Confidential** | 310.206.2465

Staff and Faculty Counseling Center **Confidential** | 310.825.7627

UCLA Counseling and Psychological Services 24 hour access line **Confidential** | 310.825.0768

Office of OMBUDS Services **Confidential** | 310.285.7627

UCLA Santa Monica Rape Treatment Center **Confidential** | 424.259.7208

National Sexual Assault Hotline
1.800.656.HOPE