

What is Sexual Harassment?

Sexual Harassment is a form of sex-based discrimination prohibited by Title IX. Sexual Harassment includes, but is not limited to- unwelcome verbal, non-verbal, or physical conduct relating to sex or gender. The conduct must be sufficiently severe, persistent or pervasive to limit a person's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment. *

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. *

* The conduct described above as well as any other conduct prohibited by Title IX includes same-sex harassment regardless of either party's sexual orientation or gender identity. Additionally it applies to students, faculty and visitors on the campus.

What does Title IX require?

ALL University community members must comply with Title IX; including, and without limitation to: students, faculty, staff, university administrators, coaches, counselors, and visitors.

University community members, including students, in positions of authority, who know or receive a complaint of sex-based discrimination, including sexual harassment/violence, **MUST** report what they have knowledge of to UDC's Title IX Coordinator and relay any request for confidentiality by the complainant. ***Failure to do so can result in disciplinary action.***

What is Title IX?

* Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all activities and programs of educational institutions receiving 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 gender-based harassment or violence, including stalking and domestic violence.

Is Retaliation Prohibited?

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

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-based discrimination is occurring should contact:

Anthony Jemison, Compliance Officer
4200 Connecticut Avenue NW Bldg 39 Suite 200
Washington, DC 20008
anthony.jemison@udc.edu
[202-274-5442](tel:202-274-5442)

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