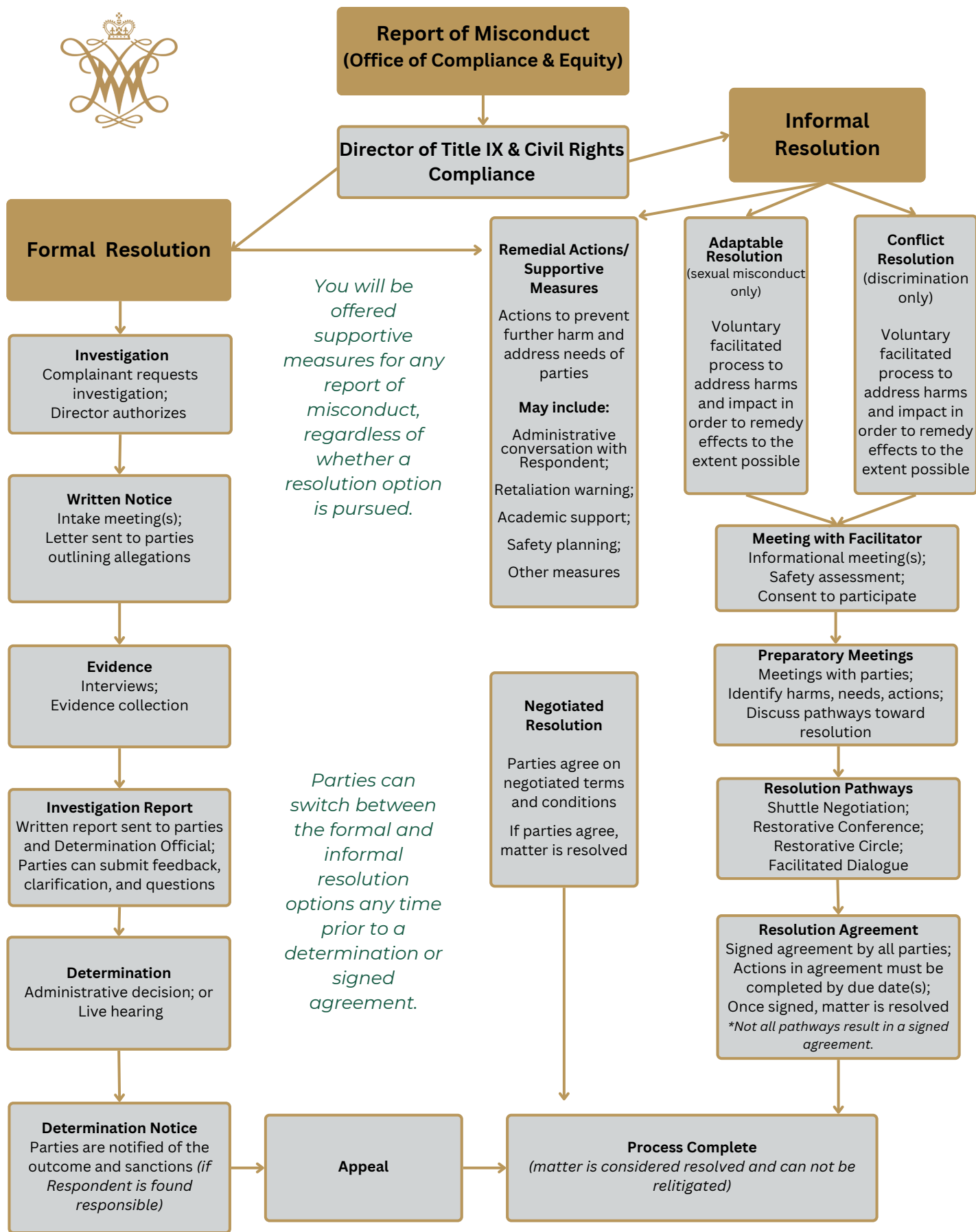


# Sexual Harassment/Discrimination\* Resolution Options

This flow chart outlines the resolution options for students with concerns regarding sexual harassment and discrimination



\*includes sexual assault, sexual harassment, dating/domestic abuse, stalking, and discrimination based on race, color, national origin, religion, sex, sexual orientation, age, disability, veteran status, genetic information, and citizenship.

# Definitions

See Title IX and Discrimination Policy for more information

**Discrimination:** unfair treatment because of a person's belonging to or perception that a person belongs to a protected group and the treatment adversely affects a term or condition of an individual's employment, education, or participation in a university activity; is used as a factor in a decision affecting an individual's employment, education, or participation in a university activity; constitutes harassment that creates a hostile environment or quid pro quo sexual harassment.

**Title IX Sexual Harassment** means conduct on the basis of sex that satisfies one or more of the following:

- **Quid Pro Quo Sexual Harassment:** A faculty or staff member of the recipient conditioning the provision of aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct
- **Hostile Environment Sexual Harassment:** Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity
- **Gender-Based Harassment:** hostile environment sexual harassment based on gender, sexual orientation, gender identity, or gender expression

**Sexual Assault** is defined as an act that meets any of the following definitions:

- **Rape:** The penetration of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without consent
- **Fondling:** The touching of intimate body parts of another person for the purpose of sexual gratification without consent
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent

**Domestic Violence:** a felony or misdemeanor crime of violence committed by an intimate partner, spouse, someone the survivor shares a child with, cohabitates with, or is protected by domestic or family violence laws

**Dating violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the survivor. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse

**Stalking:** engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress

## Resource Information

### The Haven

Sadler Center 146P  
(757) 221-2449  
thehaven@wm.edu

### Compliance & Equity

James Blair Hall, 1st Floor  
(757) 221-4977  
jmjob@wm.edu

### Health Promotion

McLeod Wellness Center  
(757) 221-1439  
wellness@wm.edu

### William & Mary Counseling Center

McLeod Tyler Wellness Center  
2nd Floor  
(757) 221-3620

### Conflict Resolution & Education

Sadler Center 368  
(757) 221-2510

### Student Health Center

McLeod Wellness Center  
1st Floor  
(757) 221-4386