

What to do about sexual harassment

- Read this brochure and contact a **Resource Guide** (see table for names and contact information)
- Contact resource_guides@wou.edu
- Visit www.wou.edu/sexualharassment
- Say **"STOP"** – don't ignore it or think it will just stop – tell the harasser
- Write the harasser – describe what they are doing and tell them to stop
- Get emotional support – from a friend, parent, teacher, counselor
- Document each harassing incident – what, where, when, how, witnesses; and keep a written record in a safe place (*away from the harasser*)
- Document your school or work performance – evaluations, grades, friends and social life

Primary Resource Contacts

Jay Carey, Campus Public Safety Director, Campus Public Safety 104, 503-838-8822

Tina Fuchs, University Residences Director/Dean of Students, Valsetz 122, 503-838-8220

Luis Rosa, Director, Student Health and Counseling Center, SHC 135, 503-838-8845

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Judy Vanderburg, Human Resources Director/Affirmative Action Officer, Administration 205E, 503-838-8131

Remember: Resource Guides are here to help

Resource Guides are Western Oregon University students, staff and faculty, who have volunteered to be available for any WOU student, staff or faculty member, who requests support, information or referrals regarding sexual harassment.

Western Oregon University **Resource Guides** act as a resource to the campus community regarding sexual harassment or improper consensual relationship issues and questions.

After receiving intensive training, **Resource Guides** are able to recognize sexual harassment, provide guidance on sexual harassment prevention, listen to and provide support to victims of sexual harassment, provide general information and answer questions about sexual harassment, and provide information about various sexual harassment-related resources available on and off campus.

SEXUAL HARASSMENT

If you've ever asked yourself...

Have I seen it in class?

Is it something I did?

Has it happened to me?

What should I do now?

WOU student, faculty and staff **Resource Guides** are here to help.

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Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical behavior of a sexual nature when directed toward an individual because of that individual's sex when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment, grade, or used as the basis for any employment or academic decision;
or
- Such conduct is unwelcome and has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creates an intimidating, hostile or offensive work or academic environment.

Sexual harassment can include:

- Unwelcome touching or physical closeness of a personal nature, which can include leaning over, cornering, or pinching;
- Sexual innuendos, teasing and other sexual talk such as jokes, intimate inquiries, persistent and unwanted courting, and sexist put-downs or insults;
- Derogatory remarks, slurs or jokes about an individual's race, color, religion, national origin, age, sex, marital status, sexual orientation, veteran status, disability, or any other status protected by law.

What should I do if I believe I am being sexually harassed?

If you feel that you have been sexually harassed, the Student Counseling Center is a resource available to students, and the Employee Assistance Program through Cascade Centers is available for employees.

These resources provide supportive and confidential environments for students and employees to discuss personal and emotional concerns including issues associated with sexual harassment.

Western Oregon University Resource Guide Contacts

Students

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