

PREVENTING SEXUAL HARASSMENT AND SEXUAL VIOLENCE AT UW-MADISON

The University of Wisconsin-Madison prohibits acts of sexual harassment, sexual violence (including sexual assault, dating violence, domestic violence and stalking) and related retaliation in all educational programs and activities of the University.

All participants in University programs and activities are responsible for helping ensure that our campus community is free of sexual harassment and sexual violence by refraining from engaging in such conduct, completing required training and complying with reporting requirements when they become aware of sexual harassment or sexual violence.

What are sexual harassment and sexual violence?

Sexual harassment includes unwelcome sexual advances, unwelcome requests for sexual acts in exchange for something, and unwelcome physical behavior or words that are sexual. Behavior that substantially interferes with your work or academic career or creates an intimidating, hostile, or offensive work or education environment is called hostile environment sexual harassment. When submitting to or rejecting this behavior influences employment or academic opportunities and decisions, it is called quid pro quo (or “this for that”) sexual harassment.

Sexual assault is any sexual contact without consent. Consent means words or clear actions that openly show a person who is competent to give informed consent freely agrees to the sexual contact. Sexual assault is a violation of federal laws, Wisconsin state laws, and UW-Madison policies that govern employee and student behavior.

Dating or domestic violence/Intimate partner violence: An “intimate partner” is a current or past romantic partner, husband, or wife. Dating or domestic violence is an ongoing pattern of power and control by one intimate partner over another. A single act of violence may also be dating or domestic violence. Dating or domestic violence can include emotional abuse, physical violence, threats, intimidation, isolation, and sexual assault.

Stalking is a pattern of behavior directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury or death. Stalking may include monitoring and pursuing contact and may occur through phone calls, text messages, social media, email and in person.

Consensual Relationships Policy: The consensual relationships policy applies to employee/student relationships and employee/employee relationships. A consensual relationship describes when people voluntarily agree to a romantic, physically intimate, or sexual relationship now or in the past. A consensual relationship between an instructor and a student currently under their instruction or whom the instructor reasonably believes in the future may be under their instruction is prohibited. If a consensual relationship develops between people who also have another type of reporting or evaluative relationship, the person who is in a position of power must immediately report their consensual relationship to a supervisory authority.

How common are sexual harassment and violence?

In a study conducted by the Centers for Disease Control and Prevention in 2010, nearly 1 in 5 women (18.3%) and 1 in 71 men (1.4%) in the United States reported they had been sexually assaulted. In addition, the U.S. Equal Employment Opportunity Commission (EEOC) received over 87,000 charges of sex-based harassment in the workplace from 2010-2016.

Some adult populations experience higher rates of sexual assault and intimate partner victimization, including all genders of racial and ethnic minorities and members of LGBTQ communities. Experiences of sexual violence and harassment can affect employees in many different ways. Employees can do their work less well, become sick, miss more work time, and feel less engaged at work.

Where to Report:

Anyone who has been subjected to sexual harassment or sexual violence has options for reporting the violation, including the option not to report. For those who choose to report, the following offices are available to receive reports alleging violations of this policy:

- A. The [Title IX Coordinator](#) is available to receive any reports alleging violations of this policy.

Lauren Hasselbacher, Title IX Coordinator
354 Bascom Hall
(608) 890-3788
titleix_coordinator@wisc.edu

- B. The [Office of Workforce Relations](#) is available to receive reports alleging violations of this policy by employees.

Workforce Relations
Office of Human Resources
21 N. Park Street, Suite 5101
608-265-2257
wr@ohr.wisc.edu

- C. The [Dean of Students Office](#) is available to receive reports alleging violations of this policy by students.

Dean of Students Office
70 Bascom Hall
(608) 263-5700 |
dean@studentlife.wisc.edu

There is also the option to report to local law enforcement:

UW-Madison Police Department
1429 Monroe Street
Non-emergency: 608-264-2677

Madison Police Department
211 S Carroll Street
Non-emergency: 608-255-23456

*For translation, interpretation services, and language support services regarding this document and related policies and resources, please call Cultural Linguistic Services in Spanish at (608) 265-0838 or (608) 265-1489, in Hmong at (608) 263-2217, in Tibetan at (608) 890-2545, in Mandarin Chinese at (608) 890-2628.

Confidential On-Campus Support

Employee Assistance Office (EAO)

The Employee Assistance Office, or EAO, helps faculty and staff maintain and enhance their personal and professional lives, and offers services to promote emotional well-being. EAO has resources to help with family violence, sexual abuse, emotional problems and many other issues. Employees can ask for an interpreter when meeting with EAO. This office will keep information as confidential as the law allows.



Employee Assistance Office
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON

608-263-2987 Room 226, Lowell Hall
eao@mailplus.wisc.edu
610 Langdon Street
Madison, WI 53703

Ombuds Office

The UW-Madison Ombuds Office facilitates understanding, communication, and resolution of conflict for all UW-Madison employees. The office offers confidential and neutral help to people on campus so they can communicate more effectively with each other. A person from the Ombuds office will listen to your concerns, explain procedures, and talk about your choices. If you ask them, they may be able to serve as an intermediary as you try to resolve disputes. The Ombuds office can also give you confidential advice.



Ombuds Office
UNIVERSITY OF WISCONSIN-MADISON

608-265-9992
Rooms 223-225, Lowell Hall
610 Langdon Street
Madison, WI 53703

University Health Services (UHS)

University Health Services (UHS) is the student health center at UW-Madison. UHS victim advocacy, medical, and mental health services are only available to students. Their staff can give limited advice and information to employees about campus resources, but cannot share information about patients or clients.



UHS | UNIVERSITY
HEALTH SERVICES

608-251-7273 (24-hour help line)
2801 Coho Street, Suite 301
Madison, WI 53718
Campus Office: 7th floor, 333 East Campus Mall

Confidential Off-Campus Support

DAIS

Domestic Abuse Intervention Services provides free services for survivors of dating/domestic violence and stalking, including emergency shelter, legal advocacy, community education and support groups.

608-251-4445 (24-hour help line)
2102 Fordem Avenue
Madison, WI 53704



Forensic Nurse Examiners Program

Provides confidential medical and forensic examinations for victims of sexual assault and dating violence. FNEP nurses can do examinations for injuries, collect evidence, and offer medications to prevent STIs and/or pregnancy.

(608) 417-5916
Emergency Department
within UnityPoint Health–Meriter Hospital
202 South Park Street
Madison, WI 53715



Dane County Rape Crisis Center

Provides free services for survivors of all forms of sexual violence, including medical, legal, and campus advocacy, support groups, individual counseling, community education, and course presentations.

608-251-7273 (24-hour help line)
2801 Coho Street, Suite 301
Madison, WI 53718
Campus Office: 7th floor, 333 East Campus Mall



Deaf Unity

Provides advocacy for victims of sexual assault, intimate partner violence, and stalking. Advocacy is provided by staff who are Deaf and use American Sign Language. Services include text help line, emotional support, and legal and medical accompaniment.

Text: **608-466-2881** (Deaf Unity Hotline)
PO box 8713,
Madison, WI 53708



UNIDOS of Wisconsin

Provides direct services to Latina and non-Latina survivors of sexual assault and domestic violence in Dane and surrounding counties, including information and referral, support groups, leadership development, advocacy, peer support, and community organizing.

608-259-9195 (office)
1-800-510-9195 (24/7 help line)



Freedom, Inc.

Provides services that are language-gender-generation and culture-specific to women, gender non-conforming, and youth, in African American and Southeast Asian families. Services to domestic violence and sexual assault victims and survivors include advocacy, outreach, referral, direct services, and support services to victims/survivors and their families.

608-416-5337
1810 S. Park St.
Madison, WI 53713



Room To Be Safe

A non-emergency lesbian, gay, bisexual, transgender and queer (LGBTQ) resource line that provides information about safety planning and intimate partner violence in LGBTQ relationships and can connect callers to providers in their area. This is not a 24-hour hotline. A call will be answered within 24 hours on weekdays and varying hours on weekends. You can ask for a phone or text response.

(414) 856-LGBT (5428)



See also: **UHS Campus and Community Resources**

<https://www.uhs.wisc.edu/prevention/violence-prevention/resources/>