Alternative Screen Reader Version



Responsible Employee Training

To receive credit for the completion of this text-based version of the training:

Please contact the Office of the Title IX Coordinator at: titleIX_coordinator@wisc.edu (mailto:titleIX_coordinator@wisc.edu)

Thank you.

Learning Objectives

During this training, you will do the following:

- Review definitions in the UW-Madison Policy on Sexual Harassment and Sexual Violence
- Learn your reporting obligations under the policy
- Become familiar with confidential resources available on campus

You are a Responsible Employee

Your position on campus is one that students, co-workers, program participants, and visitors see as a trusted representative of the university.

As a Responsible Employee (“RE”) you have an important role to play on campus in ensuring victims and survivors of sexual harassment and sexual violence are properly connected to resources and reporting options.

As a Responsible Employee, you have certain reporting responsibilities pursuant to our campus Policy on Sexual Harassment and Sexual Violence.

You are expected to:

- Be familiar with definitions of sexual harassment and sexual violence.
- Know your obligation to report to the Title IX Coordinator and be able to explain this duty to others.
- Be familiar with university and community confidential resources.

Reporting Requirements

The UW-Madison Policy on Sexual Harassment and Sexual Violence requires that all Responsible Employees report any information they receive that suggests a violation of the policy has occurred or is occurring.

These reports are made to the **Sexual Misconduct Resource and Response Program (https://compliance.wisc.edu/titleix)** .

Sexual Misconduct Resource and Response Program

The Sexual Misconduct Resource and Response Program (SMRRP) is overseen by the Title IX Coordinator and is located in the Office of Compliance. The SMRRP receives reports of sexual harassment and sexual violence - including sexual assault, dating/domestic violence, stalking, and sexual exploitation - and coordinates the University's response.

Importance of Policy Definitions

Violations of the policy include:

- sexual harassment
- sexual assault
- dating or domestic violence
- stalking
- sexual exploitation
- related retaliation

Please review critical definitions in the **Appendix** that are part of the Policy on Sexual Harassment and Sexual Violence at UW-Madison.

Reporting Requirements

The definitions and scenarios you just reviewed explain the different types of policy violations and the types of misconduct you are required to report.

However, it is important to remember that you may not always learn of potential policy violations as a formal report of misconduct. You may instead become aware by indirect ways.

For example:

- You may hear someone make a harassing statement.
- You may witness other types of misconduct, such as inappropriate touching.
- A student may ask for assistance because they are having difficulty after having experienced a sexual assault.
- Someone may tell you that a co-worker is making sexual comments, or comments about their appearance that are making them feel uncomfortable at work.

How do you respond?

You have a reporting requirement in each of the situations just mentioned.

If you are unsure about whether your reporting obligation has been triggered, you can always contact a Case Manager (call 608-265-6018 or email at **oc_casemanager@wisc.edu (mailto:oc_casemanager@wisc.edu)**) in the Sexual Misconduct Resource and Response Program to discuss the situation.

When in doubt, report!

Receiving Direct Disclosures

You may also receive a direct disclosure of sexual harassment or sexual violence. For example, an employee, co-worker, or student discloses information to you directly, based on your relationship with them.

It can be very difficult for someone to talk about an experience involving sexual harassment and sexual violence. It's important that you provide support to the individual and explain your obligation to report misconduct to the Sexual Misconduct Resource and Response

Program.

Explaining the Reporting Obligation

You might say:

“I’m available to talk and want to be supportive, but I also want to let you know there is certain information I may have to report.”

“It sounds like you want to share something important with me. Before we continue, I need you to know that I have certain reporting obligations.”

Allow the person to share information with you, but remember, it is not your job to investigate allegations.

You are also not expected to be an advocate or counselor—instead, tell the person reporting to you that there are confidential support resources available and in the community.

Know Your Reporting Obligations

You have a duty to report once you have received information that suggests a violation of the **UW-Madison Policy on Sexual Harassment and Sexual Violence (https://policy.wisc.edu/library/UW-146)** has occurred or is occurring, regardless of whether it was a direct disclosure, or whether you learned about it from other means.

This report should be made **as soon as possible** after receiving the information.

The report must include known names and identifying information of those involved. You cannot be a confidential resource, even if requested by the individual who disclosed the incident (the complainant).

If Asked Not to Report

In your role as a Responsible Employee, you are not able to keep the information you receive confidential - even if requested by the complainant.

Instead:

1. Explain your reporting obligation to the complainant.
2. Tell the complainant that they should expect to be contacted by a Case Manager with the Sexual Misconduct Resource and Response Program.
3. Let them know they do not need to respond to the outreach.
4. Assure the complainant that their information will be kept as private as possible.
5. In most cases, if the complainant does not want the university to take action in response to their complaint, that request will be respected.
6. Remind the complainant that the policy prohibits retaliation against those who report misconduct.

Purpose of the Report

Remember, the purpose of the report to the Sexual Misconduct Resource and Response Program is to ensure the complainant knows about support resources and reporting options.

What else happens after a report is made?

A Case Manager will contact the complainant with information about support resources and reporting options. The safety of the complainant and the campus will be assessed, and appropriate safety measures will be put in place when necessary. For certain conduct, the need for a Timely Warning will be assessed (Timely Warnings will never include a complainant's identifying information). Although you have an obligation to report this conduct, because of other privacy concerns you may not receive any follow-up information regarding the University's response to your report.

How Do I Report?

Campus Incident Reporting Form

Complete the **Campus Incident Reporting Form (https://cm.maxient.com/reportingform.php?UnivofWisconsinMadison&layout_id=11)** . Please take a moment to bookmark this web page now.

This will ensure that the information you received gets to the correct people on campus.

It will also document the date and time you made the report.

If you have questions about completing the form, you can contact a Case Manager in the Sexual Misconduct Resource and Response Program (SMRRP). The SMRRP was previously called the Title IX Program and is overseen by the Title IX Coordinator and is located in the Office of Compliance. The SMRRP receives reports of sexual harassment and sexual violence – including sexual assault, dating/domestic violence, stalking, and sexual exploitation – and coordinates the University's response.

The Office of Compliance contact information

TitleIX_Coordinator@wisc.edu (mailto:TitleIX_Coordinator@wisc.edu)
608-265-6018

After Reporting: What's Next?

Even if you are in a position to respond to the alleged violation - because you may be a Human Resources Representative or Supervisor - you first need to consult with the Title IX Coordinator before taking any action.

Why first consult the Title IX Coordinator?

When the university responds to allegations of sexual harassment or sexual violence, we have additional obligations to meet that are required with different types of misconduct.

By consulting with the Title IX Coordinator before any action is taken, you will help ensure that the university is meeting all its legal requirements.

Confidential Support Resources

You should always refer people to resources on campus for confidential support. See the **Appendix** for a list of support resources for employees, students, community, and state resources.

Conclusion

As a Responsible Employee, you play a critical part in the university's ability to combat sexual harassment and sexual violence. By reporting possible violations of the UW-Madison Policy on Sexual Harassment and Sexual Violence, you will ensure that victims promptly receive information about confidential resources, protective measures, accommodations, and reporting options.

Additionally, these reports allow the University to provide take appropriate, effective, and consistent action when violations of the policy have been identified.

To finish the Responsible Employee training
you need to return to the Homepage in the Canvas course and complete the Quiz.

Appendix

1. **Confidential On-Campus Support**
2. **Confidential Off-Campus Support**
3. **Wisconsin and Statewide Resources**
4. **Key Definitions**

1. Confidential On-campus Support for Employees

The following offices can provide confidential services, offer support, and give referrals for employees who experience sexual harassment and sexual violence. An office listed as “confidential” can help people who want support or information, but do not wish to report. Confidential means they will not share information that identifies a survivor without that person’s permission.

Employee Assistance Office

The Employee Assistance Office (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. EAO also offers LifeMatters, a free and confidential 24/7 telephone line to service professionals that can provide a wide variety of resources including training, financial and legal consultation, time-saving searches, 1–5 sessions with a counselor for personal or work-related issues, and management consultation regarding workplace concerns.

To set up a confidential appointment, call 608-263-2987.
Email EAO (mailto:eao@mailplus.wisc.edu)
EAO Web Page (http://eao.wisc.edu)
LifeMatters Web Page (https://hr.wisc.edu/employee-assistance-office/lifematters/%20)

WARF Building, 11th Floor, Rm. 1109
610 Walnut St.
Madison, WI 53726

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.

To set up a confidential appointment, call 608-265-9992
Email Ombuds (mailto:uwombuds@mailplus.wisc.edu)
Ombuds Web Page (https://ombuds.wisc.edu/)

1107 and 1126 WARF Building
610 Walnut Street
Madison, WI 53726

University Health Services

University Health Services (UHS) are for students only. UHS staff can give limited advice and information to employees about campus resources, but cannot share information about patients or clients. Employees can get information about campus resources to support students including: medical services, such as treatment of injuries, STI and HIV testing, pregnancy testing, and contraception; mental health services, such as drop-in consultation, individual counseling, and group counseling; and victim advocacy, such as drop-in support, case management, and support groups.

Students can set up a confidential appointment by calling 608-265-5600
UHS Web Page (https://www.uhs.wisc.edu/)

Confidential On-campus Support for Students

University Health Services

University Health Services (UHS) is the student health center at UW-Madison. Students can get information about campus resources including: medical services, such as treatment of injuries, STI and HIV testing, pregnancy testing, and contraception; mental health services, such as drop-in consultation, individual counseling, and group counseling; and victim advocacy, such as drop-in support, case management, and support groups.

To set up a confidential appointment, call 608-265-5600
UHS Web Page (https://www.uhs.wisc.edu/)

University Health Services - Survivor Services

Survivor Services provides confidential support to student victims/survivors of sexual assault, sexual harassment, dating violence, domestic violence, and/or stalking.

To set up a confidential appointment, call 608-265-5600 #3
Email Survivor Services (mailto:survivorservices@uhs.edu)
Survivor Services Web Page (https://www.uhs.wisc.edu/survivor-resources/)

2. Confidential Off-campus Support

Several off-campus community resources offer free and confidential services to victims.

Domestic Abuse Intervention Services

Domestic Abuse Intervention Services (DAIS) provides free services for survivors of dating violence, domestic violence, and stalking. Emergency shelter, legal advocacy, community education, and support groups are some of their services.

To contact the 24-hour help line, call 608-251-4445
Email DAIS (mailto:info@abuseintervention.org)
DAIS Web Page (https://abuseintervention.org/)

2102 Fordem Avenue
Madison, WI 53704

Forensic Nurse Examiners Program, Unity Point Health - Meriter

The Forensic Nurse Examiners Program (FNEP, formerly known as Sexual Assault Nurse Examiners program or SANE) at UnityPoint Health - Meriter provides confidential medical and forensic examinations for victims of sexual assault, domestic violence, and dating violence. Nurses in this program can examine patients for injuries, collect evidence, and offer medications to prevent sexually transmitted infections and pregnancy.

Call 608-417-5916
FNEP Web Page (https://www.unitypoint.org/madison/forensic-nurse-examiner-program-.aspx?gclid=Cj0KCQiAqbyNBhC2ARIsALDwAsAaPrKdHpz_Be6au6B_GsgC4iRJyRARPsIWIlmG_Nr_2jdujgHmTKsaAjKEEALw_wcB)

202 South Park Street
Madison, WI 53715

Sexual Violence Resource Center

The Sexual Violence Resource Center (also known as the RCC) provides free services for survivors of all forms of sexual violence. Medical, legal, and campus advocacy, support groups, individual counseling, community education, and course presentations are some of their services.

To contact the 24-hour help line, call 608-251-7273
RCC Web Page (https://thercc.org/)

960 Rise Lane
Madison, WI 53714

Campus office:
333 East Campus Mall, Rm 7301

DeafHope (formerly Deaf Unity)

DeafHope provides advocacy for victims of sexual assault, intimate partner violence, and stalking. Advocacy is provided by staff who are deaf and are fluent in American Sign Language. Services include text helpline, emotional support, and legal and medical accompaniment.

Videophone 510-735-8553 (9:00 AM - 5:00 PM Monday - Friday)
Text 510-403-1464 (9:00 AM - 5:00 PM Monday - Friday)

Email DeafHope (mailto:deafhope@deaf-hope.org)
DeafHope Web Page (https://www.deaf-hope.org/)

UNIDOS

UNIDOS provides direct services to Latine and non-Latine 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.

To contact the office, call 608-259-9195
To contact the 24-hour help line, call 1-800-510-9195
Email UNIDOS (mailto:info@unidosus.org)
UNIDOS Web Page (https://www.unidosus.org/)

Freedom Inc.

Freedom, Inc. provides services that are specific to language, gender, age, and culture to women, youth, and clients who are gender non-conforming in African American and Southeast Asian families. Victims and survivors of domestic violence and sexual assault, and their families, can benefit from advocacy, outreach, referral, direct services, and support services.

Call 608-716-7324
Email Freedom Inc. (mailto:info@freedom-inc.org)
Freedom Inc. Web Page (https://www.freedom-inc.org/index.php)

2110 Luann Lane
Madison, WI 53713

Room To Be Safe

Room To Be Safe is 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.

Call 414-856-LGBT(5428)
Email Room To Be Safe (mailto:ipv.diverse@gmail.com)
Room To Be Safe Web Page (https://www.roomtobesafe.org/)

3. Wisconsin and Statewide Resources

Wisconsin Coalition Against Sexual Assault

The Wisconsin Coalition Against Sexual Assault (WCASA) is a statewide organization dedicated to supporting and complementing the work of Wisconsin's community-based sexual assault service provider programs and other organizations working to end sexual violence.

Call 608-257-1516
Email WCASA (mailto:wcasa@wcasa.org)
WCASA Web Page (http://www.wcasa.org)

2801 West Beltline Highway, Suite 202
Madison, WI 53713

End Abuse Wisconsin

From End Abuse: "We envision communities fully engaged to provide safety and to give a voice to all affected by domestic abuse while creating the social change necessary to address its root causes. We honor the wisdom and strength of domestic abuse survivors across their lifespans. Our mission is achievable through survivor-centered work that includes strategic partnerships and collaboration. As advocates for social justice, we embrace the voices of diverse communities."

Call 608-255-0539
Email End Abuse (https://www.endabusewi.org/contact)
End Abuse Web Page (http://www.endabusewi.org)

1400 East Washington Avenue, Suite 227
Madison, WI 53703

4. Key Definitions

Review the scenarios to help you understand the meaning of the terms being used and to help you recognize these behaviors, whether they occur on campus or somewhere else.

Keep in mind that the university can only address the behavior if it has some connection to the university's workplace or the university's education programs and activities.

Sexual Harassment

Sexual Harassment Definition:

Unwelcome sexual conduct may include sexual advances, requests for sexual acts, sexual comments, or other sexual physical behavior.

Types of Sexual Harassment:

Hostile Environment Sexual Harassment

Unwelcome sexual behavior that results in the complainant being denied equal access to the university's programs or activities, and/or causes unreasonable interference in the complainant's school or work performance.

Quid Pro Quo "this for that" Sexual Harassment

Behavior that affects a person's employment or academic career because they accepted or rejected requests for sexual acts.

These behaviors are illegal and unacceptable.

State Definition of Sexual Harassment (https://docs.legis.wisconsin.gov/statutes/statutes/111/II/32/13)

Sexual Harassment Scenarios:

Scenario 1

Ahn begins a new job in a dining hall. Her coworkers tell her that the workplace is very friendly and Ahn is looking forward to getting to know everyone. One coworker was friendly at the start, and then began to share personal information about people they met on a dating app. This person sends Ahn pictures of the people on the app and the people in the photos are usually partly naked. The coworker also tells Ahn about graphic sexual conversations they have with people on the dating app. Ahn wants to be friendly with her coworker but she is not comfortable with the photos or sexually explicit conversations and tries to ignore them. Now Ahn is nervous about becoming friendly with anyone else at work. That makes it more difficult to do her job well.

Scenario 1 Warning Signs

Ahn's coworker shares sexually explicit information and photos with her in the workplace. This makes Ahn very uncomfortable. As a result, Ahn doesn't want to connect with other coworkers. Also, she is not doing her job well.

This is sexual harassment. You are required to report this information.

Scenario 2

Henry is a senior faculty member. Antoinette is an assistant professor. They are colleagues in the same department. At a recent professional conference, Henry followed Antoinette around the entire event. He invited her to his room for drinks or dinner many times. After they came back from the conference, Henry suggested they spend time together away from work. He has offered to give her back rubs to "de-stress." Antoinette tells Henry she is not interested in a physical or romantic relationship. Henry says that's fine, but then he jokes that she should not hurt his feelings, because he will be on her tenure review committee.

Scenario 2 Warning Signs

Henry has the power to impact Antoinette's tenure review. He makes it clear that if she rejects his sexual advances he can negatively impact her review. Although Henry says he is joking, his comment still threatens Antoinette's career.

This is sexual harassment. You are required to report this information.

Sexual Assault

Sexual Assault Definition:

Sexual assault is any touching of private body parts 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.

See **UW-Madison Policy Definition (https://policy.wisc.edu/library/UW-146)**

Sexual Assault Scenarios:

Scenario 1

Tyler has trouble walking and talking. These are signs that Tyler drank too much alcohol and may not be able to freely agree to sexual contact. Even though Tyler did not stop the sexual activity, Jordan did not have consent because Tyler was too drunk to voluntarily agree.

Scenario 1 Warning Signs

Tyler and Jordan were both drinking, but Jordan began the sexual activity so it is Jordan's responsibility to get Tyler's consent. Tyler has trouble walking and starts falling asleep or passing out. These are signs that Tyler may be too drunk to voluntarily agree to sexual activity.

This is sexual assault. You are required to report this information.

Scenario 2

Any sexual contact without consent is sexual assault. This includes sexual contact over clothing. Tim did not get Maria's consent before he touched her private body part.

Scenario 2 Warning Signs

Sexual assault includes any sexual contact without consent. This includes sexual contact that occurs over clothing. Tim does not obtain Maria's consent before he initiates sexual contact with Maria.

This is sexual assault. You are required to report this information.

Dating and Domestic Violence

Dating and Domestic Violence Definition:

Dating or domestic violence is also called intimate partner violence. An "intimate partner" is a current or past romantic or sexual partner, husband, or wife. Dating or domestic violence usually involves a pattern of power and control by one intimate partner over another. An abusive relationship can include threats, intimidation, isolation, and physical and sexual violence. When it also involves physical violence or threats of physical violence, it may be a violation of law and campus policy.

See **UW-Madison Policy Definition (https://policy.wisc.edu/library/UW-146)**

Dating and Domestic Violence Scenarios:

Scenario 1

Martin and Gabrielle are married and have two children. They live in Eagle Heights. Throughout their relationship, Martin has been very controlling of Gabrielle. He limits her ability to use their money. He tells her who she can and cannot spend time with. More and more, Martin acts like he owns Gabrielle. He has come to Gabrielle's workplace and accused her of cheating on him with male coworkers. During a recent argument, Gabrielle tried to leave the room and Martin grabbed Gabrielle's arms so hard that it left bruises.

Scenario 1 Warning Signs

Martin controls Gabrielle by limiting her ability to use their money, deciding who she can spend time with and what she can do, and disrupting her at work. He also uses threats and physical violence to control Gabrielle.

This is domestic violence. You are required to report this information.

Scenario 2

Laura and Sujin have been dating for a while. Laura often criticizes Sujin in front of her friends and coworkers. Laura told Sujin that she will make sure Sujin cannot find another girlfriend if they break up. Once, when Sujin tried to leave their apartment to go meet some friends, Laura told her she was not allowed to go and stood in front of the door. Sujin insisted on leaving and said she was going to call her friends for help. Laura then threw Sujin's phone on the ground and broke it.

Scenario 2 Warning Signs

Laura often criticizes and disrespects Sujin. She makes Sujin feel unimportant. Although Laura did not physically hurt Sujin when Sujin tried to leave, Laura physically threatened Sujin by trapping her in their apartment. Laura also threatened Sujin by breaking her phone

so she could not call for help.

This is domestic violence. You are required to report this information.

Stalking

Stalking Definition:

Stalking is a pattern of behavior that causes a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional stress.

Stalking may include monitoring or pursuing contact in a variety of ways through phone calls, text messages, social media, email, or in person.

See **UW-Madison Policy Definition (https://policy.wisc.edu/library/UW-146)**

Stalking Scenarios:

Scenario 1

Chen and Meiling went on a couple of dates, but then Chen told Meiling he is not interested in dating her anymore. Now Meiling texts Chen often and comments on all of Chen's social media posts but Chen never replies. Meiling has also used Chen's social media posts to find him at local bars. She also tells people that she is his girlfriend. Chen blocked Meiling's number on his phone and blocked her from his social media accounts. Meiling learned where Chen works on campus. She went to talk to Chen at his workplace and insisted that they go on another date. Chen is always worried about where he might see Meiling and what she might do next.

Scenario 1 Warning Signs

Meiling often contacts and follows Chen through social media, even though Chen told Meiling that he does not want to date her anymore. Meiling also visits Chen unexpectedly at work. Meiling did not respect Chen's right to end their relationship. Meiling's behavior causes Chen extreme emotional distress.

This is stalking. You are required to report this information.

Scenario 2

Ana works at a restaurant in Union South. A customer named Jeff started coming to the restaurant every day. He tries to talk with Ana when she is working. Jeff found and contacted Ana on Facebook and asked her what she likes to do in her free time. Ana ignored the Facebook message. She also tried to limit conversation with Jeff at work. Jeff then asked Ana's coworkers to give her notes from him. He even left her a gift. One day, Jeff waited outside the restaurant until Ana's shift was done. He insisted on walking with Ana to her car. Ana is scared to go back to work.

Scenario 2 Warning Signs

Jeff continues trying to create a personal connection with Ana, even though she does not respond to him and tries to ignore him. Jeff then makes repeated contacts with Ana while she is working and is unable to avoid him. This makes Ana worry about her safety.

This is stalking. You are required to report this information.

Sexual Exploitation

Sexual Exploitation Definition:

Sexual Exploitation occurs when someone takes sexual advantage of another person without their consent.

See **UW-Madison Policy Definition (https://policy.wisc.edu/library/UW-146)**

Sexual Exploitation Scenarios:

Scenario 1

Two coworkers, Jenn and Teresa, dated for a few months. While they were dating, they sometimes shared naked photos of themselves with one another. Jenn then broke up with Teresa and began dating someone else. Teresa is very angry at Jenn and is threatening to share naked photos of Jenn with her coworkers and her family if Jenn doesn't break up with her new girlfriend. Jenn would be extremely embarrassed if anyone saw those photos. She also worries about her family knowing that she dated Teresa, because they do not know she is a lesbian.

Scenario 1 Warning Signs

Jenn agreed to share the naked photos with Teresa, but she did not consent to Teresa sharing those photos with anyone else. Teresa is taking advantage of Jenn's fears about the photos to break up Jenn's new relationship.

This is sexual exploitation. You are required to report this information.

Scenario 2

A group of students met over video conference to work on a project. During one of their meetings, Louis sent Ayanna private messages about how she looked. Louis told Ayanna that he liked her low-cut shirt. Ayanna ignored his messages and continued talking about the project with the group. Two of the students left the meeting early, leaving Louis and Ayanna alone in the video meeting. Ayanna then saw Louis acting strangely. It looked like his hand was in his pants just outside the view of the camera. She quickly ended the meeting.

Scenario 2 Warning Signs

Louis takes sexual advantage of Ayanna by touching his genitals or masturbating in her presence without her permission or consent.

This is sexual exploitation. You are required to report this information.

Retaliation

Retaliation Definition:

An adverse (harmful) action taken against a person because that person opposes sexual harassment or sexual violence.

Opposition may include a formal complaint, participation in an investigation, or support of someone else's complaint.

A reasonable person would find this adverse action so harmful that it could stop someone from making or supporting a charge of discrimination.

Examples include violating a no-contact directive, giving a lower grade when someone earned a better grade, or ordering inappropriate academic or workplace discipline.

See **UW-Madison Policy Definition (https://policy.wisc.edu/library/UW-146)**

Retaliation Scenarios:

Scenario 1

Sofia is attracted to her coworker Tyrone. She flirts with him at work and tells her coworkers that she wants to date him. Sofia and her friends joke loudly about her feelings for Tyrone while they work. Sofia's attention makes Tyrone uncomfortable. He is not interested in her. The comments from Sofia and her coworkers distract him at work. He feels frustrated that this problem has taken over his work life. Tyrone tells his supervisor. His supervisor tells Sofia to stop contacting Tyrone. The next day at work, no one talks to Tyrone. Coworkers give him angry looks. People bump into Tyrone and whisper insults when they walk by. Tyrone learns that Sofia told everyone he tried to get her fired. Now everyone is angry that he "overreacted" to harmless flirting.

Scenario 1 Warning Signs

After Sofia learned that Tyrone reported her for sexual harassment, she said things to her coworkers so they would socially isolate Tyrone and make him uncomfortable at work.

This is retaliation. You are required to report this information.

Scenario 2

Alex is a Research Assistant (or RA). The university contacts him as part of an investigation that involves his supervising PI (or Principal Investigator) and another RA named Taylor. Alex is a witness in the investigation and gives the investigators copies of text messages in which Taylor told him that the PI puts his hand on Taylor's thigh when they work alone. The PI later reads the investigative report and learns about Alex's participation in the investigation. In response, the PI reduces Alex's workload and stops giving him interesting work in the lab. A few weeks later, Alex sees that he is not listed as an author on a research publication when the PI previously had promised it would include Alex's name.

Scenario 2 Warning Signs

After the PI learned that Alex participated in the sexual harassment investigation, the PI prevented Alex from working on interesting projects in the lab and removed him as an author on a research publication.

This is retaliation. You are required to report this information.