

CONSENT IS SEXY.

and knowing the definition of

**SEXUAL MISCONDUCT, SEXUAL
HARASSMENT & CONSENT is
ESSENTIAL.**



Shenandoah University is committed to maintaining an open, understanding and responsive campus environment. The campus community values the unique and diverse perspectives of individuals and strives to foster an environment where all university students and employees are welcome and respected. In particular, everyone works together to discourage degrading behavior such as sexual harassment and sexual misconduct. This brochure defines sexual harassment and sexual misconduct as well as outlines actions that can be taken if such conduct occurs.

Shenandoah University does not discriminate on the basis of sex, race, color, religion, national or ethnic origin, age, physical or mental disability, or sexual orientation. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs or activities operated by recipients of federal financial assistance. Sexual misconduct is a form of discrimination.

Shenandoah University defines consent as clear, knowing and voluntary, words or actions that gives permission for specific sexual activity. A person can withdraw consent at any time. Silence does not imply consent. A mentally or physically incapacitated person cannot give consent. Lack of consent includes using force or intimidation to bring about the sexual act. Being mentally or physically incapacitated as a result of alcohol or other drugs.

Sexual harassment is conduct on the basis of sex meeting one of the following conditions:

- An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- 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 recipient's education program or activity.

Sexual Assault is any sexual act directed against another person, without the consent of the Complainant including instances where the Complainant is incapable of giving consent.

- **Forcible Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
- **Forcible Sodomy:** Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Sexual Assault with an object:** To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Forcible Fondling:** The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Virginia law.
- **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent of 18.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant.

The existence of such a relationship shall be determined based on the Complainant'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. For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the Complainant
- By a person with whom the Complainant shares a child in common
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner
- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Virginia
- By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Virginia

Stalking is 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
- Suffer substantial emotional distress.

Anyone found responsible of sexual misconduct or sexual harassment can face a range of sanctions, from educational training up to suspension or dismissal from Shenandoah University.

Reports of sexual misconduct should be made to the Title IX Coordinator at 540-665-4921 or nosexualmisconduct@su.edu.

Reports can also be filed online at www.su.edu/sexualmisconduct. The online form can be used to report acts of sexual misconduct as well as various other concerns.

Find more details at www.su.edu/sexualmisconduct

The University investigates all reports of sexual misconduct.

The Title IX Coordinator (or designee) will investigate reports of sexual misconduct and are trained in sexual misconduct best practices and procedures.

Reduce your risks of becoming a victim or perpetrator of sexual misconduct by:

- Attending parties with people you trust
- Making arrangements for your own reliable transportation prior to any party
- Using the buddy system so someone knows where you are and when you will return
- Arranging to meet new people for the first time in well-lit public places
- Not consuming drugs or alcohol to the point of being unable to think clearly

Report Sexual Misconduct

Call 540-665-4291

Email nosexualmisconduct@su.edu

Online at su.edu/sexualmisconduct

Where you can find help:

TITLE IX COORDINATOR - Wilkins Building, Room 139

540-665-4921 | nosexualmisconduct@su.edu

Department of Public Safety - Wilkins Administration Building

540-678-4444 | safety@su.edu

Confidential Resources:

[NOT JUST] WOMEN'S CENTER Staff - Racey Hall

540-665-3463 | thenjwc@su.edu

WILKINS WELLNESS CENTER - Medical staff in Racey Hall

COUNSELING CENTER - Clinical staff in Cooley Hall, Room 303

540-665-4530 | wwcenter@su.edu

SARAH CELEC, Safety & Health Programs Coordinator, BSC

Room 122A | 540-545-7339 | scelec112@su.edu

REV. DELYN CELEC | dcelec@su.edu

Chaplain Hanaa Unus | hunus@su.edu | 540-535-3546

Goodson Chapel & Recital Hall

THE LAUREL CENTER, 540-667-6466 | tlc.info@thelaurelcenter.org

Shenandoah University identifies all of its employees as Mandatory Reporters. As such, they are legally obligated to notify the Title IX Coordinator of any sexual misconduct reports. Confidential resources who are not required to report sexual misconduct are listed above.



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