## Campus resources (CONFIDENTIAL)

- Kim Webb, Director for Sexual Assault and Community Health Services (after hours through SARAH or WUPD)  
  (314) 935-8761  
  kim_webb@wustl.edu
- Student Health Services  
  (314) 935-6666
- SARAH (Sexual Assault and Rape Anonymous Helpline)  
  (314) 935-8080
- Uncle Joe’s Peer Counseling and Resource Center  
  (314) 935-5099
- WUPD’s Silent Witness Program  
  Online

## Reporting options (NON-CONFIDENTIAL)

- WUPD  
  (314) 935-5555
- Don Strom, Chief of Police  
  (314) 935-5514  
  don_strom@wustl.edu
- Tamara King, Associate Dean for Students and Director of Student Conduct (Judicial Administrator)  
  (314) 935-4329  
  king@wustl.edu
- Jessica W. Kennedy, Title IX Coordinator  
  (314) 935-3118  
  jw kennedy@wustl.edu
- Apryle Cotton, Assistant Vice Chancellor for Human Resources  
  (314) 935-8095  
  apryle.cotton@wustl.edu

## WU Policies

### Definition of sexual violence

Sexual violence includes physical sexual acts perpetrated against a person’s will or where it would be apparent to a reasonable observer that a person is incapable of giving consent due to the victim’s use of drugs and/or alcohol or due to an intellectual or other disability.

### Definition of sexual harassment

Any unwelcome sexual advance, request for sexual favor or other unwelcome verbal or physical conduct of a sexual nature, including sexual violence, whether committed on or off campus, when:

1) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual’s employment or academic advancement;  
2) submission to or rejection of such conduct by an individual is used as the basis or threatened to be used as the basis for employment, academic decisions or assessments affecting an individual; or  
3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work or educational performance or creating an intimidating or hostile environment for work or learning. Such conduct will typically be directed against a particular individual or individuals and will either be abusive or severely humiliating or will persist despite the objection of the person targeted by the speech or conduct.

## Examples of potential sexual harassment

- Requests for sexual favors
- Hugging, rubbing, touching, patting, pinching or brushing another’s body
- Inappropriate whistling or staring
- Veiled suggestions of sexual activities
- Remarks about a person’s body or sexual relationships, activities or experience
- Requests for private meetings outside of class or business hours for other than legitimate mentoring purposes
- Use in the classroom of sexual jokes, stories or images in no way germane to the subject of the class
- Use of inappropriate body images to advertise events
- Sexual violence (e.g., rape, sexual assault, sexual battery, and sexual coercion)
- Dating/Domestic/Relationship violence
- Stalking

Sexual harassment and sexual violence are prohibited by the University’s Sexual Harassment Policy and the University Student Judicial Code, which prohibits sexual contact with any member of the University community without that person’s consent, including, but not limited to, rape and other forms of sexual assault. Complaints alleging sexual assault and certain forms of sexual harassment committed by students are investigated by the University Sexual Assault Investigation Board (USAIB).
Relationship abuse or violence

Relationship violence (also known as intimate partner, dating or domestic violence) is a pattern of coercive and abusive tactics employed by one partner in a relationship to gain power and control over the other partner. Warning signs include:
- Destructive criticism and verbal attacks
- Pressure tactics or threats
- Emotional abuse or manipulation
- Minimizing, denying and blaming
- Physical violence
- Sexual violence
- Harassment
- Economic control
- Isolation
- Intimidation

Consent

Conduct will be considered “without consent”:
- if no clear consent, verbal or non-verbal, is given;
- if it is inflicted through force, threat of force, or coercion; or
- if it is inflicted upon a person who is unconscious or who otherwise would appear to a reasonable observer to be without the mental or physical capacity to consent.

For example, sexual contact with a person who would appear to a reasonable observer to be impaired in the exercise of his or her judgment by alcohol or other drugs may be considered “without consent.” Consent should not be inferred from the absence of a “no”.

You are responsible to report if a student discloses a situation to you, or you witness or become aware of concerns of sexual harassment. If someone discloses sexual harassment or relationship abuse or violence to you:
- First, express empathy.
  - “Thank you for sharing this with me.”
  - “I’m sorry you’re going through this.”
  - “Let me help you get to the right place, or put you in contact with the right person.”
  - “I will only share this information to:
    o Make sure you get the support and resources needed, and
    o Put you in contact with university staff who will explain your options, on or off campus.”
- To respect student choice and privacy, it is important to make students aware of your reporting responsibilities as soon as possible.
- Make sure the student knows what resources are available and that there are both confidential resources and individuals they can report to.
- Information should be reported to your dean, faculty supervisor, senior administrator or the Title IX Coordinator.
- Students have the right to file a formal complaint with the Title IX Coordinator or Judicial Administrator.
- Students also have the right to not file a formal complaint and to request confidentiality.
- Whether or not a formal complaint is filed, certain appropriate accommodations, including housing and academic accommodations, may be made.
- Students can explore all options and available resources confidentially with Kim Webb, Director for Sexual Assault and Community Health Services.

While the University strongly encourages victims to report to the University and the police, we understand that some students will ask that their name not be disclosed to the alleged perpetrator or that the school not proceed with a formal investigation or disciplinary action. The University will seriously consider these requests and, except in limited circumstances, will honor the student’s wishes.

When sexual harassment is reported

The University will take immediate and appropriate steps to investigate or otherwise determine what occurred and take prompt and effective steps reasonably calculated to end any harassment, eliminate a hostile environment if one has been created, and prevent harassment from occurring again.

Additional information available online

Student Health Services
http://sexualviolence.wustl.edu

University Student Judicial Code
http://wustl.edu/policies/assets/pdfs/university-student-judicial-code.pdf

University Sexual Assault Investigative Board Process
http://www.wustl.edu/policies/sexualassault.html

WUPD Silent Witness Program Form
https://police.wustl.edu/crimepreventionandsafety/Pages/Silent-Witness-Form.aspx