

Sexual Harassment

Official Definition

includes any situation in which there is harassing conduct that is sufficiently severe, persistent, or pervasive that it interferes with, or denies educational benefits or opportunities, that a reasonable person would find subjectively and objectively offensive.

Identify

- Unwelcome sexual behaviors
- Requests for sexual favors
- Verbal and physical harassment of a sexual nature
- Offensive remarks about someone's sex
- Creating a hostile environment based on sex

"Based on sex" means...

- Behaviors that can be perceived as sexual in nature.
- Behaviors that are not sexual in nature but are still based on someone's gender.

Intent vs Impact

- It doesn't matter if the behavior was intentional.
- The impact of the behavior on the recipient of that behavior can determine whether or not something was sexual harassment.

Statistics

- Sexual harassment makes up 24% of cases investigated by ISU
- Sexual Harassment is the umbrella category including the offense of sexual harassment, sexual assault, stalking, and dating violence, and domestic violence.

Bystander Intervention

Sexual Harassment

Delegate

- Find a third party to help.
- Tell that person what you're seeing and how they can help you.

Document

- Take notes about what you saw.
- Do not record the harassment if the person being harassed does not have anyone helping them. Step up and help them instead.
- Never post notes or videos online without the permission of the person being harassed.

Distract

- Ignore the person who is doing the harassing.
- Engage with the person who is being harassed.
- Don't talk about or refer to the harassment that is happening; change the subject

Delay

- Check in with the person being harassed after the event is over.
- Ask them how you can help support them.
- Share resources if you have them.
- Ask them if they want you to give them the documentation, if you have any.

Direct

- Assess the situation before you respond.
- Is the person being harassed physically safe?
- Are you physically safe?
- Is the situation going to escalate?

If you choose to intervene directly, prioritize safety. Call Public Safety or 911 if the situation escalates to an unsafe level.