

WSU's Response to Sex and Gender Based Violence and Discrimination

Confidential Resources: In most instances, service providers from the following resources can speak with students confidentially about their concerns.

WSU Spokane Counseling Services

509-358-7740

spokane.wsu.edu/studentaffairs/counseling-services

Provides confidential and private counseling, and can provide additional options and referrals.

Sexual Assault and Family Trauma (SAFeT) Center

509-624-7273, lcsnw.org/spokane/safet.html

Provides free and confidential victim-centered services to survivors of sexual violence.

YWCA Alternatives to Domestic Violence Program

509-326-2255, ywcaspokane.org

Provides a 24 hour crisis line and comprehensive domestic violence program offering free and confidential services.

Spokane Crime Victim Service Center (SCVSC)

1-866-751-7119

spokanecrimevictimservicecenter.com

Provides free and confidential victim centered services to survivors of traumatic crimes.

Student Health Services

509-358-7963,

spokane.wsu.edu/studentaffairs/health-and-wellness

Provides students access to health services through Rockwood Clinic, PS.

Community Health Services

freeclinicdirectory.org

Provides information about free and low-cost health care options.

Northwest Justice Project Legal Hotline (CLEAR)

1-888-201-1014, nwjustice.org

Free legal assistance and representation provided to those who qualify on the basis of income.

Police Resources:

WSU Spokane Campus Police Security

509-358-7995, spokane.wsu.edu/campus-security

Spokane Police Department

509-411-5980, my.spokanecity.org/police

IN CASE OF AN EMERGENCY CALL 911

University Resources: These offices share information only on a need-to-know basis but cannot guarantee confidentiality.

Unless designated as a confidential resource, most WSU employees are required to report incidents of sexual harassment and misconduct to the WSU Title IX Coordinator.

Office for Equal Opportunity (OEO)

Kimberly D. Anderson

Director

WSU Title IX Coordinator

TitleX.Coordinator@wsu.edu

OEO works closely with OSC on student matters involving discrimination, sexual harassment, and sexual misconduct. OEO conducts investigations, makes findings of fact, and determines whether a violation of the WSU Executive Policy ([EP 15](#)), Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, occurred.

OEO and the Title IX Coordinator can assist individuals in accessing resources on campus and in the community. OEO can also provide contact information for state and/or federal agencies.

For more information, visit oew.wsu.edu

WSU Spokane Office of Student Affairs

Jim Mohr

Title IX Liaison- Spokane

james.mohr@wsu.edu

The Office of Student Affairs can assist in coordinating resources, support, and can help address any challenges students may encounter.

Student Affairs works closely with OEO on student conduct cases involving discrimination, sexual harassment and sexual misconduct.

Additionally, Student Affairs administers the student conduct system and addresses any disciplinary action, as appropriate after an investigation is complete.

For more information, visit oew.wsu.edu/title-ix

WSU's investigation process is separate from the criminal process. The processes can be pursued simultaneously.

WSU's Response to Sex and Gender Based Violence and Discrimination

WSU policy prohibits sex & gender based violence, which are forms of sexual harassment & discrimination.

Important concepts:

Consent: Consent to any sexual activity must be clear, knowing, and voluntary – *silence or passivity is not consent.*

A person cannot/**does not consent** to a sexual contact that occurs when:

- The person is unconscious, asleep, or physically unable to communicate;
- Force or coercion is used; or
- The person lacks the mental capacity to understand the consequences of sexual activity due to illness, defect, the influence of alcohol or other substance, or some other cause. A person is incapacitated if they cannot fully understand the details of the sexual interaction (who, what, when, where, why, and how).

Retaliation and interference are prohibited. This includes any act that would dissuade a reasonable person from making or supporting a complaint, or from participating in an investigation, or that would delay or disrupt an investigation. These are treated as separate violations of EP 15.

Sexual Misconduct/Non-consensual Sexual Contact: Sexual Misconduct is any sexual activity with another that is unwanted and non-consensual. Sexual Misconduct includes sexual assault and other sexual violence.

Sexual Exploitation: Occurs when a person takes sexual advantage of another. Includes, but is not limited to:

- Invading another person's sexual privacy;
- Engaging in voyeurism;
- Exposing one's intimate parts in non-consensual circumstances;
- Sexually based stalking and/or bullying.

WSU will address student allegations of sexual harassment and misconduct regardless of where the conduct occurred.

Stalking: Engaging in a course of conduct, directed at a specific person including conduct occurring in person, electronically, or through a third party, that would cause a reasonable person to:

- Fear for one's safety or the safety of others;
- Fear for harm to one's property or of property of others; or
- Suffer substantial emotional distress.

Intimate Partner Violence (also referred to as Dating Violence or Domestic Violence): Violence or abusive behavior within an intimate partner relationship. It can be physical, sexual, emotional, verbal, economic, or psychological in nature and can include actions or threats of actions that influence or harm an intimate partner.

For complete definitions, visit conduct.wsu.edu

Step 1: Filing a Complaint — To file a complaint or report an incident, contact the WSU Spokane Title IX Liaison or OEO. They can explain the complaint procedures and process. Information is also available at oeo.wsu.edu.

Step 2: Investigation Process — OEO will lead an investigation to determine whether or not the WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct is implicated. In most instances, a representative from OEO and a student conduct officer will jointly conduct the investigation. The reporting party may determine the extent to which they will participate in this process. In some situations, the University may be required to proceed with an investigation regardless of whether the reporting party decides to participate in the investigation or disciplinary process.

Step 3: Student Conduct Process — OSC will determine whether disciplinary action under the Standards of Conduct is warranted. If disciplinary action is warranted, OSC may address the matter via a conduct officer meeting or a more formal proceeding. For more information, visit conduct.wsu.edu.

The use of alcohol or other drugs is not a valid defense to a violation of EP 15.

Learn more by visiting conduct.wsu.edu, oeo.wsu.edu



Office for

Equal Opportunity

WASHINGTON STATE UNIVERSITY