

RELATIONSHIPS

DO YOU KNOWS?

CONSENSUAL RELATIONSHIP POLICY

The university considers sexual relationships between faculty and their students and between supervisors and their employees to be a basic violation of professional ethics and responsibility when one party has any professional responsibility for the other's academic or job performance or professional future. Such relationships are expressly prohibited unless both parties are engaged in creating and implementing a Management Plan.

University employees—this includes faculty, staff, and students—who are involved romantically or sexually with someone for whom they have real or implied supervisory responsibility must report this relationship to the appropriate university authorities.

To read the full text of the policy, visit <http://www.case.edu/president/aaction/aaeeo.html>

For help with a Management Plan, go to:

www.case.edu/provost/sexualconduct.

SEXUAL HARASSMENT

Sexual Harassment can be defined as any unwelcome verbal or non-verbal sexual advance, requests for sexual favors, other verbal or physical conduct of a sexual nature, and/or conduct directed at an individual(s) because of gender when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or student status; or
- Submission to or rejection of such conduct is used as the basis for decisions affecting that individual with regard to employment (raises, job, work assignments, discipline, etc.) or to student status (grades, references, assignments, etc); or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience or creates an intimidating, hostile, or offensive work and/or educational environment*. Such conduct generally involves more than one incident and must be severe or pervasive.

*The work or educational environment includes, but is not limited to: offices, classrooms and clinical settings; residence halls and Greek Houses; on or off campus interactions between university community members; and all university sponsored activities, programs, or events (including off-campus activities such as international travel programs).

STALKING

Stalking is a pattern of persistent, unwelcome attention, harassment, and contact. It includes but is not limited to:

Following the victim; intrusive communication by phone, mail, and e-mail; threats to victim and the victim's friends, family, and pets; sending unwelcome gifts; and persistent, unwelcome online contact.

To protect yourself online use a gender-neutral screen name; never share your password; say online only what you would say to someone in person.

25-33% of all college students have been stalked.

Fiction: *If you ignore stalking, it will go away.*

Fact: *Stalkers seldom "just stop." In fact, behaviors can turn more violent as time goes by. Victims should seek help from advocates, law enforcement, and the courts to stop the stalking. Stalking lasts, on average, two years, according to victim reports.*

SEXUAL ASSAULT

Any non-consensual physical contact of a sexual nature, whether by an acquaintance or by a stranger, is a sexual assault. Physical resistance need not occur to fulfill the definition of sexual assault. Consent CAN NEVER be given under the age of sixteen. Sexual assault includes, but is not limited to the following:

- rape
- acquaintance rape
- incest
- sexual assault with an object
- forcible sodomy
- forcible oral sex
- forcible fondling

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision - indicated clearly by words or actions - to engage in mutually accepted sexual contact. A person forced to engage in sexual contact by force, threat of force, or coercion has not consented to contact.

Fiction: *Rape is a sexual act.*

Fact: *Rape is not about sex. It is an act of violence in which sex is used as a weapon. The perpetrator uses sex to gain power and control over another person.*

Fiction: *Rape victims are always women.*

Fact: *Men can be raped. One in six men will experience a sexual assault in their lifetime (National Institute of Justice statistic). Even so, more than 90 percent of reported sexual assaults are committed by men against women.*

Fiction: *Men can't rape their wives.*

Fact: *Marriage does not obligate or entitle a partner to sex. Even when married, consent is needed for every sexual act.*

Fiction: *We were both drunk, so it can't be rape.*

Fact: *When someone is drunk they are UNABLE to give consent. Ninety percent of acquaintance rapes involve alcohol. The law recognizes it's a sex offense to use alcohol to facilitate a rape and to have sex with a person too intoxicated to consent.*

Fiction: *She was quiet and didn't say "no" during sex, so it was consensual and was not assault.*

The absence of a no is not a yes.

Fact: *Silence does not necessarily indicate consent, but may express discomfort or shock.*

INTIMATE PARTNER VIOLENCE

Intimate partner violence includes acts of physical aggression, psychological abuse, forced intercourse and other forms of sexual coercion, and various controlling behaviors such as isolating a person from family and friends or restricting access to information or assistance.

Fiction: *Intimate partner violence is not your concern. It is a personal problem between two people in a relationship.*

Fact: *Violence impacts everyone. If you see or hear about abusive or disrespectful behavior, say something or talk with someone you trust. Get help. Don't remain silent.*

Fiction: *Intimate partner violence is caused by alcohol abuse.*

Fact: *Alcohol is often used as an excuse for violent behavior. Stopping the drinking may not stop the violence.*

WHY PEOPLE STAY

Many people ask "Why doesn't the victim leave? Why does the victim stay?" as if it is that simple. The better question is "Why does the abuser do this and how can I help the survivor gain access to safety?" It is important to understand that there are many barriers to safety in an abusive relationship. Leaving can sometimes be dangerous and there are many factors an abused partner must consider in the analysis of how to respond to an abusive partner.

- Economic necessity
- Isolation
- Fear
- Depression
- Lack of resources
- Love and concern for partner's well-being
- Hope/belief that partner will change
- Culture/ religion/ family pressures to stay together
- Shame and guilt
- Belief that the abuse is their fault
- Threats: the abusive partner may threaten to commit suicide or hurt their partner/children, pets or other loved ones and/or threaten to "out" their partner to family or coworkers
- Immigration status: fear of deportation without partner's support, fear of separation from children, law enforcement etc.
- Children: desire to provide them with a two-parent home, custody concerns etc.

<http://www.stoprelationshipabuse.org/barriers.html>

24-7 HELP

ON CAMPUS
Case Police and Security Services
(216) 368-3333
University Counseling Services
(216) 368-5872
University Health Services
(216) 368-2450

OFF-CAMPUS
Cleveland Rape Crisis Center
(216) 619-6192
University Hospitals of Cleveland
Sexual Assault Nurse Examiner
(216) 844-1111
Huron Hospital Emergency Department
Sexual Assault Nurse Examiner Unit
(216) 761-4242

8:30 TO 5:00 HELP

ON CAMPUS
Flora Stone Mather Center for Women
(216) 368-0985
(Ask for the Health Advocate)
Residence Life & Greek Life Staff
(216) 368-3780
University Counseling Services
(216) 368-5872
Student Affairs
(216) 368-2020
University Health Services
(216) 368-2450
OFF-CAMPUS
Domestic Violence Center 24-hour Helpline
(216) 391-HELP

SUPPORT IS AVAILABLE

Individuals impacted by sexual assault and relationship violence report that seeking support and utilizing resources has assisted in managing academics, work, and personal well-being. Refer to www.case.edu/provost/sexualconduct for the following accommodations:

- Academic
- Housing
- Work
- Counseling

UNIVERSITY RESPONSE

The university strongly encourages those who have been sexually assaulted to seek assistance and explore support options. Some reporting options are limited by their level of confidentiality.

REPORTING

Privileged vs. Limited Confidential

Before choosing a support resource you may want to consider the legal distinction between a privileged and limited confidential resource.

Privileged Reporting consists of those communications that legally cannot be disclosed, without the reporter's consent, to any other person, except under very limited circumstances such as imminent threat of danger to self or others.

Such examples include:

- University Counseling Services
- University Health Services
- Flora Stone Mather Center for Women (*Health Advocate*)
- Inter-Religious Center
- Cleveland Rape Crisis Center

Limited Confidential Reporting

consists of those communications that will not be disseminated to others except on a need-to-know basis. A limited confidential reporting source has the obligation to enlist designated campus resources to ensure that necessary steps are taken to protect the community as a whole and that appropriate disciplinary measures are considered and imposed.

Such examples include:

- Case Police and Security Services
- The University Office of Student Affairs
- Housing, Residence Life & Greek Life Staff
- University Faculty and Staff
- Hospital Emergency Room

HOW TO HELP A FRIEND

Believe them.

Listen to them. Don't ask WHY questions.

Reassure your friend that they are not alone, and it is not their fault. **Support** them in their choices—empower them to control decisions like reporting, prosecuting, and counseling.

Refer your friend to on and off-campus resources if and when they are ready.

These Phrases Might Be Useful:

- No one deserves to be raped.
- This was not your fault.
- How can I help you right now?
- It must be really hard for you to tell me that.
- I am sorry this happened to you.
- You have a right to feel that way.

DO YOUR PART

Watch your language. Understand the meaning and consequences of degrading language.

Speak up when you witness degrading behaviors that promote rape, make it clear you don't agree.

Support survivors so everyone can feel safer speaking out against rape.

Contribute your time. Join an organization that works to prevent violence against women.

Talk to women and men about violence against women and their role in prevention.

Organize. Create your own organization to stop sexual violence. Write to elected officials and tell them you care, and so should they.

Acknowledge how sexism, homophobia, racism, classism, and religious discrimination are connected.

Source: Georgia Tech Sexual Violence Prevention and Advocacy Initiative

OTHER LINKS

<http://www.case.edu/provost/centerforwomen>

<http://studentaffairs.case.edu/health/sexual/female/assault.html>

<http://www.case.edu/stuaff/ucs/>
<http://www.jacksonkatz.com/top-ten.html>

Want to get involved in sexual assault prevention?

Call the Health Advocate at the FSM Center for Women at 368-0985.

Sources: Sampson, Rana. Acquaintance Rape of College Students, Problem-oriented Guides for Police; Problem Specific Guides Series No. 17, August 7, 2003 (www.cops.usdoj.gov).

U.S. Department of Justice, Office of Violence Against Women; The National Center for Victims of Crime; Stalking Resource Center; The Cleveland Rape Crisis Center and *I Never Called it Rape*, by Robin Warshaw

For more information: www.case.edu/provost/sexualconduct



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