RESPONDING TO STUDENT SEXUAL VIOLENCE AND SEXUAL HARASSMENT

**SEXUAL VIOLENCE** includes sexual assault, dating and domestic violence and stalking. (see below)

Please refer to the Title IX website for more detailed definitions. [https://oeosh.ucsb.edu/titleix/](https://oeosh.ucsb.edu/titleix/)

**SEXUAL HARASSMENT** is unwelcome verbal, non-verbal or physical conduct of a sexual nature that is so severe and/or pervasive that it creates a hostile work or learning environment for a reasonable person.

<table>
<thead>
<tr>
<th>SEXUAL ASSAULT</th>
<th>DATING VIOLENCE</th>
<th>DOMESTIC VIOLENCE</th>
<th>STALKING</th>
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<tbody>
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<td>is any form of sexual contact made without consent.</td>
<td>is conduct that intentionally or recklessly causes bodily injury or fear of injury to a current or former romantic or intimate partner.</td>
<td>is conduct that intentionally or recklessly causes bodily injury or fear of injury to a current or former spouse, intimate partner or parent of a shared child.</td>
<td>is a pattern of unwanted attention of a sexual or romantic nature or motivation that would cause a reasonable person to fear for their safety.</td>
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**Consent** is a clear and conscious “yes” - not just the absence of a “no”. Consent is affirmative, voluntary, and revocable. Consent cannot be given when a person is incapacitated by drugs and/or alcohol.

**Responsible Employees** are any University employee who is not a Confidential Resource and who receive, in the course of employment, information that a student has suffered sexual violence, sexual harassment or other prohibited behavior. Responsible Employees must promptly notify the Title IX Office.

**WHEN A STUDENT DISCLOSES TO YOU:**

**Be clear about your obligation to report.** Be sure that the student is aware that you are a Responsible Employee before they disclose. If they choose not to disclose, refer to a Confidential Resource. Although you have a duty to make a Title IX report, it is important that you make every effort possible to preserve the student’s privacy and regard this as a sensitive matter.

**Listen with empathy.** Let the student know they are not to blame for the assault. You can say something simple and kind, like: “Thank you for telling me.”

**Support them and respect their decisions.** Remember, you are not an investigator— you do not need to gather information or tell the student what they “should” or “must” do. Instead, try phrases like: “When you are ready, there is help available.”

**Refer the student to CARE.** CARE is a confidential resource for students and will not result in any action by the University. Tell the student: “CARE is a free, Confidential Resource on campus. I can give you their number, call them with you, or walk you over to their office.”

**Report to Title IX.** Please call (805) 893-5410 or visit [https://www.oesh.ucsb.edu/titleix](https://www.oesh.ucsb.edu/titleix). Tell the student: “I am obligated to submit a report to the Title IX office about this. You can also make a report to Title IX or talk to them about your rights as a student.”