

TITLE IX

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination on the basis of sex in any federally funded education program or activity. Sexual harassment, which includes sexual violence, is a form of sex discrimination. Any student, employee, or applicant for employment or admission to the University who believes that they have been discriminated against on the basis of sex may pursue a University investigation and file a complaint with the Title IX Coordinator:

Karen A. Salvemini
Alumni Memorial Building
27 Memorial Drive West
610-758-3535
eocc@lehigh.edu

For a complete description of the University's Policy on Harassment & Non-Discrimination, visit:
go.lehigh.edu/harassmentpolicy

In case of an emergency, or if you would like to file a criminal report, contact:

Lehigh University Police Department
321 East Packer Avenue
610-758-4200

GENDER VIOLENCE

Violence that is understood, explained or justified in terms of gender roles, gender difference, or gender inequality. Harm that evolves from the imbalance in power associated with masculinity and femininity is also considered gender violence. Gender violence usually occurs when masculine entitlements produce power that manifests itself in harm and injury towards others.

Below are important facts to be aware of when thinking about gender violence:

- Overwhelmingly involves men's violence against women and other men.
- Both men and women can perpetrate gender violence.
- Includes sexual harassment, intimate partner abuse, stalking and rape.
- Occurs in all types of relationships.
- Extends to gender identity and expression.

RETALIATION

University policy prohibits retaliation, including retaliatory harassment, against anyone who reports, is a witness to, or is otherwise involved in the reporting, investigation, or resolution of an incident of discrimination, harassment, gender violence, or other applicable violations of University policy or the law. Incidents of retaliation should be reported to the Title IX Coordinator.



LEHIGH
UNIVERSITY

FACULTY & STAFF

What Is It?

Title
IX

Sexual
Misconduct

Gender
Violence



The Office of Gender
Violence Education
& Support
610-758-1303
ingves@lehigh.edu

Equal Opportunity
Compliance Coordinator/
Title IX Coordinator
610-758-3535
eocc@lehigh.edu

SEXUAL MISCONDUCT

Offenses that constitute sexual misconduct include the following:

SEXUAL ASSAULT:

Sexual contact that occurs without the explicit consent of each individual involved, including but not limited to rape, fondling, incest, or statutory rape.

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

STALKING:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

EXPLOITATION:

Conduct that exploits another individual in a sexual and non-consensual way. This includes, but is not limited to, non-consensual voyeurism, non-consensual recording (audio or visual), non-consensual dissemination of recordings, and allowing others to view sexual activities without the consent of all participants.

EXPOSURE OF ONE'S BODY IN AN INDECENT OR LEWD MANNER.

SEXUAL ACTIVITY IN PUBLIC OR SEMI-PUBLIC SPACES.

CONSENT

$$\Delta(x_1 \pm y_1 \pm \lambda) = \text{Consent}$$

A mutual agreement to participate in a specific activity at a specific time. Consent must be clear, knowing, and voluntary. Consent to one kind of sexual activity does not, alone, imply consent to other sexual activities. Consent is required at each new level of sexual activity. Consent must be clearly communicated (for example, by way of mutually understandable words or actions), mutual, non-coercive, and given free of force or the threat of force. A person who is physically or mentally incapacitated by drugs, alcohol, or other circumstances is not capable of giving consent. A person must be awake and fully conscious in order to give consent. An individual may change their mind and revoke consent at any time by verbal or non-verbal communication. A previous dating or sexual relationship, whether with the respondent or anyone else, cannot imply consent to future sexual acts.

DATING VIOLENCE:

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. This includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of "domestic violence."

Dating violence & domestic violence are often referred to collectively as intimate partner abuse.

DOMESTIC VIOLENCE:

Violence committed:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of Pennsylvania; or
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Pennsylvania.