***Scenario 1:***

A faculty member receives an email from an anonymous account that alleges quid pro quo sexual harassment by a member of the selective group the faculty member coordinates. The group requires application to join, a minimum GPA, and a significant time commitment. The email does not provide information that identifies the sender, but does identify the student who committed the harassment and the faculty person as being complicit. The email also states that other group members have similar stories and screenshots of texts. This includes students being told that sexual favors would gain them admittance to the group and give them the best opportunities.

1. What are the potential policy violations?

2. What are the concerns for the University?

3. How should we proceed?

***Scenario 2:***

The US Dept. of Ed has defined behaviors that fall under Title IX as those that are “severe, pervasive, and objectionably offensive” or “SPOO.”

So, let’s determine “SPOO or Not SPOO”

1. An employee is getting text messages from another employee that include comments about their looks (including terms “sexy” and “hot”), wanting to spend time with them, complimenting their abilities, and saying how they cannot stop thinking about being together. The employee requested both in person and by text that the other employee stop, and received 40 texts over the following 12 hours (some of them angry).

2. A student in a study group that is not gender exclusive regularly refers to women as “bitches” and comments on the appearance – specifically breasts and buttocks – of other students.

3. A student who is gender non-conforming informed the class and professor the name and pronouns they prefer. The professor continues to use pronouns that align with the appearance and name in their roster. Some other students do the same. This continues even after the student emails the professor and puts the request in the class discussion board the third week of class.