

What You Should  
Know About

Sexual  
Harassment  
and  
Sexual Assault

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George Mason  
University

*George Mason University is committed to creating and maintaining a campus free from sexual harassment, sexual assault, and other forms of sexual misconduct that fundamentally compromise the learning and working environment of the university. Every member of the university community, including visitors and guests, have the unquestioned right to work, live, and study at George Mason without the fear, distrust, and anxiety caused by sexual harassment, sexual assault, and other forms of sexual misconduct.*

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# SEXUAL HARASSMENT

The term can make people feel uncomfortable. It sounds too legalistic to be a part of university life. There are even jokes about it. But ignoring sexual harassment will NOT make it go away. It has been reported nationally that 20 or 30 percent of all female college students experience some form of sexual harassment, ranging from sexist comments, to direct solicitation for sexual favors, to assault.

In educational institutions, sexual harassment is not simply inappropriate behavior; it is against the law. Sexual harassment is a form of sex discrimination. Discrimination is forbidden by Title VII of the 1964 Civil Rights Act, as amended, and Title IX of the Education Amendments of 1972. If you are sexually harassing someone, you are doing more than violating George Mason University policy; you are breaking the law.

Harassment is humiliating and degrading. It can undermine academic careers, thwart professional ambitions, and threaten economic livelihood.

*Jennifer thought she had found the perfect major and future career, but her professor regularly referred to female students in belittling and lewd terms. She decided not to pursue this major since, considering the professor's attitude, she doubted she would be treated fairly in other courses or in the field.*

## *What is Sexual Harassment?*

Using the definitions of the U.S. Equal Employment Opportunity Commission and the U.S. Department of Education's Office for Civil Rights, the university defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

■ submission to such conduct is made an implicit or explicit term or condition of an individual's academic performance or employment; or

■ submission to or rejection of such conduct is used as the basis for decisions about academic evaluation, employment, promotion, transfer,

selection for training, performance evaluation, etc.;  
or

■ such conduct has the purpose or effect of creating an intimidating, hostile, or offensive educational or working environment, or substantially interferes with a student's academic performance or an employee's work performance.

Sexual harassment can occur in situations where one person has power over another or can provide benefits to another, but it can also occur between equals. It is usually behavior that is both unwelcome and repeated, but it can also be behavior that happens only once. It can result from a conscious or unconscious action; it can be subtle or blatant. Both men and women can be sexually harassed, although women are most often the victims. People of all sexual orientations can be victims of sexual harassment.

**MYTH:** All harassers are men.

**FACT:** Women can harass men, men can harass other men, and women can harass other women. Although the problem of sexual harassment is not a gender-specific one, statistically the greatest number of cases still represent a male perpetrator and a female victim. Regardless of the gender of the parties involved, George Mason University wants to eliminate sexual harassment from our community.

*David is a research assistant to a female faculty member. He has noticed that she frequently seems to be staring at him. She often makes remarks about his appearance, frequently puts her arm around him, and seems to call him at home unnecessarily. These behaviors are unwelcome and make David feel uncomfortable, but he's not sure if it's appropriate to do anything about it, or even if he should feel uncomfortable.*

## TYPES OF SEXUAL HARASSMENT

Sexual harassment may take many forms. For example, it can be:

### *Physical*

- unwelcome physical contact (e.g., repeated touching, patting)
- impeding someone's movements, or following him or her around
- attempted or actual kissing or fondling
- sexual assault, including rape

### *Verbal*

- sexual innuendos, comments, or remarks about clothing, body, or sexual activities
- humor and jokes about sex that denigrate women or men in general
- sexual propositions or subtle pressure for sexual activities
- requests or demands for sexual favors accompanied by implied or overt threats concerning one's grade, job, letter of recommendation, etc.

### *Nonverbal*

- whistling in a suggestive manner
- use of inappropriate body images to advertise events
- visual displays of degrading sexual images in the workplace

In many of these examples of sexual harassment, the issue is coerced, unethical, and unwanted intimacy. "In most relationships individuals can exercise freedom of choice in deciding with whom they wish to establish a close, intimate relationship. These choices are based on mutual attraction, caring, and a reciprocal interest in pursuing the relationship. These elements are absent in sexual harassment."<sup>\*</sup>

In some of these examples, however, there is sexual harassment because generalized sexist remarks or behavior create an "intimidating, hostile, or offensive working or academic environment." That is, they create an environment that has the effect of "unreasonably interfering with an individual's work or academic performance."

*\*"In Case of Sexual Harassment," Jean O'Gorman Hughes and Bernice Resnick Sandler, copyright 1986 by the Project on the Status and Education of Women, Association of American Colleges. Copyright 1991 by the Center for Women Policy Studies. Originally published April 1986, reprinted July 1991.*

*Students in a graduate seminar know that the professor is in a sexual relationship with one of their classmates. Although the professor and student try to be discreet about their relationship, the other students notice the special attention their classmate receives. They feel their classmate has an unfair advantage, and they resent it.*

## CONSENTING RELATIONSHIPS

Amorous relationships that might be appropriate in other circumstances are always inappropriate when they occur between a faculty member or officer of the university and any student or employee for whom he or she has a professional responsibility.

Such relationships may have the effect of undermining the atmosphere of trust on which the educational process depends. Those in positions of authority inherently carry the element of power in their relationships with students. It is imperative that those with authority neither abuse, nor appear to abuse, this power entrusted to them. The respect and trust accorded a professor by a student, as well as the power exercised by the professor in giving praise or blame, grades, recommendations for further study and future employment, etc., greatly diminish the student's actual freedom of choice should sexual favors be included among the professor's other demands.

Officers and other members of the teaching staff should be aware that any romantic involvements with their students makes them liable for formal action against them if a complaint is initiated by a student. Even when both parties have consented to such a relationship, it is the officer or faculty member who will be held accountable for unprofessional behavior. Graduate assistants, tutors, and undergraduate course assistants, also professionally responsible for students, would be wise to exercise special care in their relationships with students they instruct or evaluate.

A faculty member who enters into a sexual relationship with a student (or a supervisor with an employee) where a professional power differential exists must realize that if a charge of sexual harassment is subsequently lodged, experience has shown that it will be exceedingly difficult to prove immunity on the grounds of mutual consent.

# HOW YOU CAN DEAL WITH SEXUAL HARASSMENT\*

## *Harassers Have No Reason to Stop Unless They Are Challenged.*

If you think you have been sexually harassed but aren't sure, that is probably a clue that something is wrong. Even if you feel uncomfortable, ignoring or minimizing the problem won't make it go away. Indeed, ignoring the behavior may make it worse because the harasser may misinterpret no response as approval of the behavior. You can sometimes stop harassment by taking direct action.

*Susan, an office services specialist, has been on the job four months. Ben, her supervisor, is a long-time employee of the university. He delights in telling sexually oriented jokes to the women in his office. The women are embarrassed by Ben's behavior and intimidated by his long record of state service, so they grin and bear it. Susan, feeling she has less to lose than the older women, told Ben in front of the others that she is offended and hurt by his jokes and asked him to stop. Ben blew up and chewed her out for embarrassing him in public. He warned her that she'd better be careful because she hadn't yet completed her probationary period. "Anyway," he said, "the others love it and that's just the way I am."*

■ Speak up at the time and say "no" clearly, firmly, without smiling, and without apologizing. This is not a time to be polite or vague. There is the chance that the harasser did not realize that his or her behavior was offensive to you. Additionally, if you decide to file charges later, it is helpful to have objected to the behavior.

■ Write a letter to the harasser. Identify the incident(s), what you found objectionable, and explain your feelings. State that you want the harassment to stop. Keep a dated copy of the letter for yourself and also advise someone that you have written it.

■ Keep records. Document all incidents and conversations that involve sexual harassment,

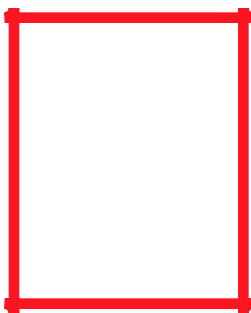
*\*Adapted from Jean O'Gorman Hughes and Bernice Resnick Sandler, "In Case of Sexual Harassment," Project on the Status and Education of Women, Association of American Colleges, 1986. Copyright 1991 by the Center for Women Policy Studies.*

including the date, time, place, witnesses, and what was said and done.

■ **Seek assistance.** Consult the department chair, your supervisor, the harasser's supervisor, Human Resources, the University Equity and Affirmative Action Office, or a trusted staff or faculty member for advice on how to deal with the harasser.

*Steven is a work-study student who needs his job to stay in school. From earlier conversations, Steven's supervisor understands that Steven is gay. The supervisor tells Steven that he is also gay, and invites Steven out for a drink. Steven makes it clear that he is not interested, but the supervisor continues his advances. Steven is finding the workplace increasingly unpleasant and is worried about how he will pay his tuition if he is fired or has to quit.*

The university has created a Sexual Harassment Resource and Referral Network that is trained to listen to complaints of sexual harassment from students, faculty, and staff. Network members can refer complainants to on-campus resources designed to conduct a review of the matter and develop resolutions. Both male and female volunteers are recruited from departments and organizations throughout the university. Ultimately approved by the president, network members can be identified on campus by the display of the Stop Sexual Harassment decal.



If you are being sexually harassed, you don't have to suffer in silence. There are people who can help and steps you can take to confront and eliminate sexual harassment. George Mason University wants you to A.C.T.

- *Ask for Equal Treatment*
- *Call on Others for Support*
- *Talk to Officials...*



Contact your supervisor, a department chair, the vice president of University Life, an academic dean, the director of Human Resources, a trusted staff or faculty member, a member of the university's Sexual Harassment Resource and Referral Network, or the vice president and university equity officer.

## REPORTING SEXUAL HARASSMENT

### *The Informal Complaint Process*

First, bring the incident(s) of possible sexual harassment to the attention of the harasser's supervisor, department chair, the vice president of University Life, an academic dean, the director of Human Resources, a trusted staff or faculty member, the Women's Studies Center, members of the University's Sexual Harassment Resource and Referral Network, or the vice president and university equity officer, (D111 Mason Hall, 993-8730).

Describe the circumstances and the individual(s) involved, and ask the university representative to convey, discuss, mediate, or, in some other informal way, resolve your complaint with the person you believe to be harassing you.

The university will make every effort to protect your confidentiality. However, given recent court rulings, it is clear that the university administration must make every effort to eliminate sexual harassment from our environment. As a result, university officials, even when handling your complaint informally, must contact the Equity Office with the details of the complaint and any actions taken to resolve the problem.

*Maria is working out in the Recreation Sports Complex when several male students standing off to the side start to make verbal comments, catcalls, and whistles directed at her. She has seen these students do the same thing to other women exercising in the facility. She is embarrassed and feels the comments are inappropriate and demeaning, but she doesn't know what to do to stop them.*

To ensure confidentiality in all of these procedures, after 30 days, the university representative will turn over to the Equity Office the files relating to these events without any portion of those files being duplicated.

### *The Formal Complaint Process*

Formal procedures concentrate on investigation and sanctions. You need not have experienced repeated instances of harassment to file a formal complaint.

A formal complaint of sexual harassment should be made to the university equity officer, the supervisor of the person you believe to be harassing you, the University Police, or a member of the university's Sexual Harassment Resource and Referral Network. This complaint must include a signed, written statement from you describing the incident(s) of sexual harassment. The university has a sexual harassment procedure that has been developed to investigate and resolve allegations of sexual harassment while protecting the due process rights of all parties involved. Contact the Equity Office for a copy of this procedure.

In a formal complaint procedure, the sooner you file the complaint, the better your case. The university will accept informal complaints at any point, but will not accept formal complaints beyond 120 days after the last incident that precipitated the complaint.

If you decide to initiate formal procedures, it is helpful to have some evidence to back up your claim (e.g., records you kept about the incident(s), a copy of the letter you wrote asking the harasser to stop, witnesses, etc.). While false charges of sexual harassment are rare, they are libelous and could result in a libel suit.

If you don't feel that the university has responded to your needs, you can file your complaint, within 180 days of the incident that precipitated the complaint, with any of the agencies below:

- Office of Equal Employment Services  
Commonwealth of Virginia  
Department of Personnel and Training  
James Monroe Building  
101 North 14th Street  
Richmond, VA 23219  
(800) 533-1414  
(804) 225-3303

- U.S. Equal Employment Opportunity Commission  
Washington Field Office  
1400 L Street, N.W., Suite 200  
Washington, D.C. 20005  
(202) 275-7377
- Office for Civil Rights  
U.S. Department of Education  
Region III  
3535 Market Street, Room 6300  
Philadelphia, PA 19104-3326  
(215) 596-6787

Filing an informal or formal complaint with the university will not cause any negative reflection on the complainant's status as a student, faculty, or staff member; nor will it negatively affect future employment, compensation, employment opportunities, or student status.

*Latoya is a junior and is on the Dean's List. Her professor repeatedly asked her to go out with him throughout the semester. She never said "yes," but never firmly said "no" either, fearing it would affect her grade. To avoid him, she stopped going to class. Now she is worried about her course grade.*

### *What Actions Are Likely to be Taken Against Harassers?*

If the university equity officer or supervisor determines that sexual harassment has taken place, recommendations might include:

- written or verbal reprimand of the harasser
- suspension, dismissal, or transfer of the harasser

In student-to-student harassment, sanctions may range from a written or verbal reprimand to suspension or expulsion from the university.

George Mason University has and will continue to prosecute sexual harassment charges whenever it finds that an employee or student has been sexually harassed.

### *Why Victims Might be Hesitant To Report Sexual Harassment*

- They do not know what sexual harassment is or what their rights are.

- They fear for their personal safety.
- They fear they might lose their job.
- In a classroom setting, they fear that their grade will be hurt.
- They do not want to get the harasser in trouble.
- They are concerned that nothing will be done if they complain.
- They fear criticism from coworkers who may condone or ignore the harassing behavior.
- They fear they will not be believed.
- They fear they will receive unwanted public exposure.
- They fear they may have done something to invite it.
- They are unsure or unaware of complaint procedures.
- They may be from different cultures and practice different traditions.

*Chandra is an assistant professor completing her fifth year of teaching at the university. Her department chair has recently begun pressuring her for sex. When she refuses, he threatens to see that she is not promoted. Because of his status at the university, she feels nobody would believe her if she were to complain.*

## SELF-PROTECTION FOR FACULTY AND STAFF\*

Under university policy, those hearing sexual harassment complaints are responsible for reporting these complaints to the University Equity Office even if the complaint is made to them in confidence. If you observe any form of sexual harassment, regardless of whether a complaint is made, it is incumbent on you to address the matter immediately and take corrective action. The university can be held liable for any actions you may or may not take, and you can be held personally liable as well. You may be held personally liable should you hear a report of or observe an instance of sexual harassment, but fail to report it to the appropriate university personnel.

*\*Adapted from the Clark University Sexual Harassment Mediation Committee.*

The few faculty and staff members who engage in sexual harassment embarrass the university and do great harm to students and employees. If you, as a faculty or staff member, fear that increased attention to sexual harassment makes you somehow suspect, here are some simple precautionary steps you can follow:

- Avoid reference to students' or employees' physical appearance.

- Avoid comments about sex. Comments about students' race and religion are not considered "teaching techniques," and those about sex are no different.

- Avoid physical contact with students or employees. The university is a place where words are the favored medium of communication. If you feel that it is important to console or praise someone, do it with words, not with hugs or pats.

- Give thought to contacts with students or employees. Student–teacher conferences or supervisor–employee conferences should be held in appropriate settings. Avoid situations that could be misinterpreted.

- If a situation seems compromising or potentially threatening, open an office door or ask a colleague to sit in on a conference.

- Be conscious that well-intentioned actions may be misinterpreted and that personal limits on appropriate behavior vary considerably. In our culture, where a woman's "no" is often interpreted to mean "try harder," miscommunication and confusion may easily contaminate male–female interaction.

### *If You Are Accused of Sexual Harassment*

Talk with a trusted friend, faculty member, staff member, or someone listed with the university as a member of the university's Sexual Harassment Resource and Referral Network or the University Equity Office. Proven sexual harassment could have very serious consequences for the perpetrator. Try to develop a record of times, dates, and places when and where you met with the complainant. **Do not attempt to contact your accuser** in an effort to resolve the issue. Even an honest effort to personally resolve the complaint could be perceived as retaliation, which would only worsen the situation. Retaliation could subject you to separate penalties. (See the university's policy on "Retaliation.")

Remember, by being informed and aware, you can protect yourself and be part of the solution to this serious problem.



# SEXUAL ASSAULT

Sexual assaults are serious violations of the university's student judicial code, faculty standards, and university employee policies. They are crimes under state law and are punishable by fines and/or imprisonment. In addition, these actions are subject to civil suit for damages. Sexual assault is defined as any unwanted touching of a sexual nature. This includes, but is not limited to:

- Unwanted kissing, touching, or fondling
- Penetration with a finger or a foreign object
- Rape (vaginal intercourse)
- Sodomy (oral-genital contact, anal intercourse)

These acts constitute sexual assault when they are attempted or committed through force, threat, or intimidation; when the perpetrator has been informed that his or her actions are unwanted; or through the use of the victim's incapacity or helplessness caused by alcohol or other drugs (e.g., when the victim is too intoxicated to consent). Alcohol or other drug use by the perpetrator does not diminish his or her responsibility for the assault.

There are other forms of sexual misconduct that are not only offensive, but also are against the law. This includes obscene phone calls, "flashing" or indecent exposure, and voyeurism or "Peeping Tom" behaviors. Victims of these actions are often traumatized. Perpetrators of these crimes often progress to more serious sexual assaults.

*Rachel lives in a co-ed residence hall where there are many parties. During one party, Craig, another resident, suggests they go back to his room. Although she is feeling very tipsy, Rachel goes along because she has always liked Craig and thought this would be a good chance to get to know him better. They begin kissing, and Rachel is surprised by how aggressive Craig is. She tries to politely discourage him, but he is much stronger and very persistent. Soon Rachel realizes there is nothing she can do with either words or actions to stop him and is too embarrassed to cry out for help, although the party is going on doors away.*

## ONE IN FOUR

It's difficult to believe, but according to reliable research:

- One in four college women have been victims of rape or attempted rape (Koss, 1987; Finley and Corty, 1993).
- One in twelve college men admit to committing acts that meet the definition of rape (Koss, 1991).
- One in four girls and one in six boys are sexually assaulted by age 18 (Bureau of Justice Statistics, 1990).
- In Virginia, 83 percent of sexual assault victims served by crisis centers in 1993 knew their attacker (Virginians Aligned Against Sexual Assault, 1994).
- Less than ten percent of rape victims report the incident to the police (Bureau of Justice Statistics, 1992).

## COMMON REACTIONS TO SEXUAL ASSAULT

The after-effects of sexual assault can be devastating. They can be divided into three main categories: psychological, physical, and social. Some of the effects are listed below.

### *Psychological*

- Guilt and shame
- Confusion
- Anger
- Helplessness
- Depression
- Fear and anxiety
- Denial of the assault
- Post-Traumatic Stress Disorder (e.g., nightmares, flashbacks)

### *Physical*

- Changes in appetite
- Sleeping difficulties
- Stress-related illness
- Alcohol/drug dependence

### *Social*

- Isolation and withdrawal
- Difficulty trusting people
- Interpersonal conflicts
- Decline in academic performance



*Shanna is a senior and a representative on the university's programming committee. She is proud of the fact that she has been able to book an up-and-coming band for a concert and looks forward to her chance to welcome its members to campus. When she goes to their dressing room, she finds it difficult to follow through with her presentation because the group members won't take her seriously and make catcalls and lewd comments. At one point, one of the musicians corners her as she is trying to leave, fondles her breasts, and puts his tongue in her ear. She is flustered and disoriented when she finally breaks out of the room.*

## IF YOU HAVE BEEN SEXUALLY ASSAULTED

If you've been sexually assaulted, please consider the following steps.

### *If the Assault Occurred Recently...*

- Get to a safe place and call someone—the police, a friend, your resident advisor, a counselor, the Sexual Assault Services coordinator.
- Seek medical attention for possible injuries, sexually transmitted diseases, or pregnancy. Also, evidence will be collected to be used later if you choose to press criminal charges.
- To preserve evidence, do not shower, wash, bathe, or douche. Try not to urinate.
- If you change clothes, place the clothes from the incident in a paper bag (plastic destroys evidence).
- Reporting a sexual assault may lessen the chances of it happening to others.
- Regardless of whether or not you press criminal charges, academic and judicial intervention is available to you through the Sexual Assault Services coordinator.

### *If the Assault Occurred Some Time Ago...*

- You may just now be realizing that you still have options available to you.
- Medical attention may still be needed for treatment of physical symptoms.

- Seek counseling. Unresolved experiences of sexual assault can have long-term psychological and social effects.
- Consult with the Sexual Assault Services coordinator to explore the following options:
  - reporting the incident to the police
  - pursuing campus judicial intervention
  - academic or administrative intervention
  - other support resources

Remember that sexual assault is never the victim's fault. If you are a male victim, know that you are not alone. Resources in the back of this booklet are there for you too. Believe in yourself. Get support. It takes time to heal.

*Rob is angry and frustrated. During a recent ski weekend at a friend's condo, he woke to find Anna in his bed performing oral sex on him. The whole experience so disgusted and frightened him that he ended the trip early. Anna is an acquaintance, and he has never had any romantic interest in her. His best friend laughed when he told him the story, but Rob still feels violated and confused.*

## SUPPORTING A VICTIM OF SEXUAL ASSAULT

If someone you know has been sexually assaulted...

- Make time to listen. Be supportive and nonjudgmental. Avoid making decisions for the victim.
- Believe the victim. Accept what you hear. Don't minimize the experience. Don't let your own biases get in the way.
- Make it clear that the sexual assault was not the victim's fault. Avoid "Why?" questions—they may sound blaming.
- Offer options. Encourage action. Suggest seeking medical attention, calling the police, calling Counseling Services or a rape crisis center for emotional support, or calling the Sexual Assault Services coordinator. Resources are listed in the back of this booklet.
- Let the victim decide what actions to take. Making choices helps one to regain control lost during the assault.

■ Get help yourself. You may need to talk to someone about your feelings. Use the support services listed in the back of this booklet.

## THE CONSEQUENCES OF SEXUAL ASSAULT

The Sexual Assault Services coordinator provides information, education, intervention, and referral for all interested women and men. The university will respond promptly, fairly, and decisively to all reports of sexual assault. Members of the university community accused of sexual assault may face judicial, criminal, or civil charges. The university offers several reporting systems in an effort to provide the conditions under which students will feel free to report ALL instances of sexual assault. Victims may choose one or more of the following courses of action.

### *University Judicial Procedures*

The student judicial system has jurisdiction if the sexual assault charge is filed with the judicial administrator (the associate dean of University Life) within one year. A five-person student hearing panel will determine whether there has been a violation of student judicial code and will impose or recommend sanctions that may range from probation to expulsion from the university. The decision may be appealed by the accused. (See the *Student Handbook* for details.)

### *Criminal Investigation/Prosecution*

The university encourages reporting the incident to the police. Even if the victim chooses not to report immediately, the report can be made later. Reporting an assault does not mean the victim has to prosecute (go to court), but it does begin the legal process should the decision to prosecute be made at a later date. Criminal prosecution punishes the attacker and helps deter others from committing similar acts. George Mason University police officials and sexual assault support persons are available to assist the victim through the entire investigation and criminal court process. There is no cost to a victim for criminal investigation and prosecution. Even if prosecution does not occur, the police report and relevant evidence may be useful during the university judicial procedures.

### *Civil Lawsuits*

Victims may hire a private attorney to file a lawsuit for damages against the perpetrator. Many

attorneys take cases on a contingency basis; their fees are an agreed portion of any compensation that is collected from the perpetrator. This process takes place in a local civil (not criminal) court. The suit must be filed within two years of the incident date. The purpose of the lawsuit is to financially compensate the victim for the wrong done to her or him. Often the case is settled by agreement between the parties before trial.

### *Third-Party or Anonymous Reports*

This informal process may be initiated when a student chooses not to pursue criminal or disciplinary proceedings but does seek information about university and community support services. University departments, including Counseling Services, Student Health Services, Office of University Life, University Police, Women's Studies Research and Resource Center, and faculty, may file an anonymous sexual assault report on behalf of the victim with the Sexual Assault Services coordinator. Cases that represent a danger to the campus community will be referred to the University Crisis Management Team for release of a protective notification bulletin. No identifying victim information will be given. Resident advisors are obligated, however, to share sexual assault reports, including victim names, with professional Housing and Residence Life staff for possible follow-up actions by the vice president of University Life. It is ultimately the victim's decision whether or not to use the support services offered by this office.

## REDUCING THE RISKS OF SEXUAL ASSAULT

- Be psychologically prepared. The best way to protect yourself is to use your head. Be assertive. Make sure you communicate your desires and limits clearly.
- You always have the right to set sexual limits in any relationship.
- Be wary of behavior that makes you feel uncomfortable.
- Trust your instincts; if the behavior persists, LEAVE.
- Avoid excessive use of alcohol and other drugs.
- Be aware of your surroundings; do not assume that you are always safe.
- Vary your routines whenever possible.
- When walking or jogging, vary your routes and do not wear earphones.

- Try not to walk alone at night. If you must do so, walk in lighted areas only. Walk at a steady pace and look confident.
- Keep your doors and windows (both home and car) locked.
- Educate yourself concerning sexual assault prevention tactics and strategies.
- Avoidance Strategies/Indirect Prevention: Talk your way out of the situation. Use gimmicks. Blow your whistle. Practice screaming. Use noise and any attention-getter you can think of.
- Confrontational Strategies/Direct Prevention: If you do something, mean it, and be prepared to follow up. Do only what you need to do to get away safely.

## A CLOSING WORD

George Mason University is committed to creating and maintaining a community in which students, faculty, and staff work together in an atmosphere free of all forms of harassment, assault, exploitation, and intimidation. Together, we can help stop sexual harassment and assault.

*The characters and situations depicted in this booklet are fictitious. Any similarities to persons living or dead is purely coincidental.*

*We are indebted to the authors of "In Case of Sexual Harassment" for the specific material cited here, and also for the wide range of valuable information provided by their brochure.*

# GEORGE MASON UNIVERSITY RESOURCES

## *SEXUAL HARASSMENT RESOURCES*

University Equity Office 993-8730

Members of the Sexual Harassment Resource and Referral Network are available throughout the campus community. They can be identified by the Stop Sexual Harassment decal.

## *SEXUAL ASSAULT RESOURCES*

Sexual Assault Services  
Connie Kirkland 993-4364

Counseling Services  
Vicky Balenger 993-2380

Drug Education Services  
Nancy Schulte 993-3686

Health Education Services  
Judy Palmore 993-2829

Student Health Services  
Jan Blanchard 993-2835

University Police Victim Witness Services  
Joan McCall 993-2824

Women's Studies Research and Resource Center  
Rose Pascarell 993-2896

Housing Operations staff can be reached 24 hours a day. Consult the staff person on duty.

IN CASE OF EMERGENCY  
University Police 911

## COMMUNITY RESOURCES

### *SEXUAL ASSAULT RESOURCES*

Access of Fairfax Emergency Center  
4315 Chain Bridge Road (703) 591-9322

Victim Assistance Network (VAN)  
24-Hour Rape Hotline (703) 360-7273

Fairfax Hospital Emergency Service  
3300 Gallows Road (703) 698-3111

*This pamphlet is addressed to all members of the George Mason University community. It was prepared by the George Mason University Equity Office and the Sexual Assault Services coordinator, assisted by the Office of the Provost, the Office of University Life, the College of Arts and Sciences, Human Resources, and the Women's Studies Research and Resource Center.*

*With regard to the illustrations, any similarities to any persons or situations is purely coincidental. However, many of these situations can and do occur.*

This brochure prepared and printed by

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# George Mason University

University Equity Office  
Office of University Life  
Sexual Assault Services Coordinator  
with contributions from  
Counseling Services,  
Sexual Assault Counselor