

Prohibition of Sexual Harassment

California State University, Los Angeles will take action to prevent and eliminate sexual harassment, as mandated by the Chancellor's Executive Order No. 345. Sexual harassment is conduct subject to disciplinary action, including termination.

Sexual harassment* includes but is not limited to:

- Unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Any act which contributes to a workplace or learning environment that is hostile, intimidating, offensive, or adverse to persons because of the sexual nature of the conduct.
- Conditioning an act, decision, evaluation, or recommendation on the submission to or tolerance of any act of a sexual nature.

Although this policy focuses on the treatment of persons lacking or holding lesser authority by persons possessing greater authority, it does not preclude the possibility that sexual harassment may also be perpetrated by persons lacking or holding lesser authority e.g., employee, student, or applicant. In determining whether conduct constitutes sexual harassment, the circumstances surrounding the conduct are considered. The prohibition against sexual harassment applies to all transactions of University business, whether on or off campus.

Individuals with supervisory authority are responsible for reporting a formal complaint about sexual harassment to a designated complaint investigator. Failure to do so may lead to appropriate administrative action. Specific rules and procedures for reporting charges of sexual harassment and for pursuing available remedies are available in the following locations: Human Resource Management, Office for Equity and Diversity; Office of the Vice President for Student Affairs; University Counseling Center; and Women's Resource Center.

James M. Rosser, President
Approved November 4, 1981;
December 13, 1993;
September 9, 1996

Facts About Sexual Assault and Rape

Student organization members should educate themselves on sexual assault and rape to reduce their risk. Student organization members should also be aware of the options for the survivor after a sexual assault or rape. The information below is provided by the Cal State L.A. Student Health Center, Project Healthy Eagle. For more information, contact the Student Health Center at (323) 343-3300, the Department of Public Safety at (323) 343-3700, a rape treatment center, or read *Sexual Assault, Rape and Sexual Harassment: What Cal State L.A. Students Need to Know* (available at the Student Health Center, room 215). Call 911 for emergencies.

What are sexual assault and rape?

- Sexual Assault: Any involuntary sexual act in which a person is threatened, coerced, drugged or forced to comply against her/his will.
- Rape: Involuntary sexual intercourse that is committed against the victim's will or when she/he does not or is unable to give consent.
- Spousal rape is a crime in California.
- Rape is not motivated by sexual desire. Rape is an act of violence in which sex is used as a weapon and the intent is to exercise power and control over the victim, to vent anger and/or inflict harm.

Sexual assault and rape facts

- Rape is the most common violent crime committed on college and university campuses in the United States.
- Male victims account for an estimated 5-10% of all rapes committed in the U.S.
- 70-80% of sexual assaults are committed by someone the victim knows.
- The majority of rapes take place either in the victim's home or at the home of an acquaintance.
- The majority of sexual assaults and rapes reported are committed between 6 p.m. and 6 a.m.
- Alcohol is implicated in more than 90% of all reported campus rapes.
- Alcohol and other drugs contribute to sexual assault and rape in a number of ways:
 - Alcohol and other drugs can reduce inhibitions and cloud judgement.
 - Some men deliberately drink alcoholic beverages to justify or excuse rape.
 - Alcohol and other drugs can reduce the ability to recognize danger signals and to handle an assault.

A few facts about rape and drugs

- Rape drugs are very strong sedatives.
- The drugs can be odorless, colorless and tasteless when added to a beverage (alcoholic or nonalcoholic) without your knowledge.
- How do you know if you have been drugged? Here are a few signs:
- You feel more intoxicated than you should.
- Nausea, vomiting, or dizziness.
- Unexplained drowsiness.
- Confusion or decreased inhibitions.
- You can't remember what you did after having a drink.
- You feel like you have had sex, but don't remember it.

The impact of sexual assault

- Sexual assault and rape can result in:
- Feelings of loss of control, depression, anxiety, anger, and fear.
- Sexually transmitted infections.
- Unplanned pregnancy.
- Physical injury.
- A hostile educational environment.
- It is not unusual for women and men who have been sexually assaulted or raped to blame themselves. The survivor is NEVER to blame. Responsibility lies completely with the perpetrator.

Reducing the risk of a sexual assault

- Learn as much as you can about sexual assault and rape, and share what you know with a friend.
- Never force, coerce, threaten, or drug someone in order to have sex with them.
- Remember, no means NO!
- Avoid using alcohol and other drugs.
- Never leave beverages unattended.
- Practice good home safety.
- Trust your intuition.

A few good reasons to report sexual assault and rape to the police

- To help ensure that the perpetrator receives the justice he/she deserves.
- To ensure that the survivor receives proper medical care and other services.
- To help prevent someone else from being raped.

Options for the survivor after a sexual assault or rape

- Go to a safe place.
- Call the police.
- Resist the temptation to change clothes, shower, douche or anything else that may destroy evidence.
- Call a rape treatment center hotline.
- Go to a hospital emergency room.

Survivor options following an alleged on-campus or off-campus (campus- related activity) sexual assault or rape

- Cal State L.A. will provide survivors with information and services (as required by federal and state law) related to:
- University sexual assault policy.
- Criminal and civil prosecution.
- Campus disciplinary options.
- Availability of alternative housing assignments, academic assistance and mediation.
- For more information contact the Office of the Vice President for Student Affairs, Student Affairs, Room 108, at (323) 343-3100.

How to help a friend who has been sexually assaulted or raped

- Show you CARE.
- BELIEVE your friend.
- LISTEN without passing judgment.
- TALK to her/him about her/his options.
- HELP without taking control.

Local Rape Treatment Centers and Hotlines

- Center for Pacific Asian Families Shelter and Hotline: (800) 339-3940
- Compton YWCA Rape Hotline: (310) 764-1403
- East Los Angeles Women's Center and Hotline: (800) 585-6231
- L.A. Rape and Battering Hotline - L.A. Commission on Assaults Against Women: (310) 392-8381, (818) 793-3385
- Long Beach Rape Crisis Center and Hotline: (562) 597-2002
- Orange County Sexual Assault Network and Hotline: (714) 957-2737
- Rosa Parks Sexual Assault Crisis Center and Hotline: (323) 751-9245
- Santa Monica-UCLA Medical Center Rape Treatment Center and Hotline: (310) 319-4000
- South Bay Rape Crisis Center and Hotline: (310) 545-2111

Services for the Female Survivor

All agencies provide 24-hour rape and sexual assault hotlines, accompaniment for hospital/law enforcement/court appearances, and short-term confidential counseling.

Services for the Male Survivor

The following agencies provide 24-hour rape and sexual assault hotlines, accompaniment for hospital/law enforcement/court appearances, and short-term confidential counseling:

Compton YWCA Rape Hotline: (310) 764-1403

East Los Angeles Women's Center and Hotline: (800) 585-6231

L.A. Rape and Battering Hotline: (310) 392-8381, (818) 793-3385

Long Beach Rape Crisis Center & Hotline: (562) 597-2002

Rosa Parks Sexual Assault Crisis Center & Hotline: (323) 751-9245

Santa Monica-UCLA Medical Center Rape Treatment Center & Hotline: (310) 319-4000

Also Available for Female and Male Survivors

Victim-Witness Assistance Program

Los Angeles County District Attorney's Office

This program provides support services to crime victims and witnesses. Services include; crisis intervention and emergency assistance, monetary compensation, liaisons with law enforcement/legal/state/local agencies, information and referrals. Crimes must be reported within 72 hours in order to qualify for the program. For more information, call (800) 773-7574 or visit the program's web site at <http://da.co.la.ca.us/vwap/>.

* The parameters of 'sexual harassment' are legally defined by State and Federal statutes and Court decisions. While the policy set forth above describes actions which fall generally within the scope of "sexual harassment," all CSU employees and students are required to conduct themselves in a manner that avoids sexual harassment as defined by State and Federal law.