Reporting sexual crimes:
Off-campus sexual assault and other sexual harassment that may constitute a crime should immediately be reported to local law enforcement at 911. On-campus sexual assaults and crimes should immediately be reported to the University police at 911 or (706) 542-2200. Additionally, regardless of the place of occurrence, sexual assault and other sexual harassment that may constitute a crime should be reported to the EOO.

For more information, see:
http://eoo.uga.edu/focus-on/what-do-if-you-or-someone-you-know-has-been-sexually-assaulted

Is retaliation prohibited?
Yes. UGA's NDAH policy prohibits retaliation for making a good faith complaint about sexual harassment, including sexual violence, or for participating in or otherwise being associated with an investigation of alleged sexual harassment/violence. Anyone who believes, or receives a complaint that prohibited retaliation has or is occurring should immediately contact the EOO. Retaliation is also unlawful under Title IX, Title VII and Georgia's FEPA.

24/7 confidential support resources:
The Cottage: Sexual Assault Center – (877) 363-1912
Project Safe – (706) 543-3331

listed on this brochure's cover. University community members in positions of authority who know or receive a complaint of sexual harassment must report this to the EOO and must relay any request for confidentiality by the complainant. Failure to so report can result in discipline. Except: The following persons designated as confidential support employees are not required to report information that identifies the alleged victim or third party complainant:

UGA Relationship and Sexual Violence Prevention – (706) 542-7233
UGA Counseling and Psychological Services - (706) 542-2273
UGA Health Center Medical Clinicians – (706) 542-1162
UGA Student Support Services – (706) 542-7774
UGA Ombudspersons – www.uga.edu/ombudsperson/

The EOO will investigate the complaint or report (subject to confidentiality requests except in limited cases) and take other appropriate remedial and preventative action. Disclosure by students of drug or alcohol use as part of a complaint or in the course of an investigation will not be used against the student in a disciplinary proceeding or voluntarily reported to law enforcement.

Note: Reporting sexual harassment to the EOO does not replace the right to pursue other options or remedies under the law, nor satisfy any timeliness requirements for asserting a state or federal law claim.
What is sexual harassment?
Sexual harassment is a form of sex-based discrimination consisting of unwelcome verbal, non-verbal or physical conduct relating to sex or gender (ranging from sexual violence, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior) that is implicitly or explicitly:

- A term or condition of employment, or status in a course, program or activity; OR
- A basis for employment/educational decisions; OR
- Has the purpose or effect of:
  - Interfering with one's work or educational performance;
  - Creating an intimidating, hostile or offensive work or learning environment; or
  - Interfering with or limiting one's ability to participate in or benefit from an institutional program or activity.

Examples of sexual harassment:
Some examples of sexual harassment include:

- Forced or coerced sex acts, including where a person is incapable of giving consent due to use of drugs or alcohol, sleep, or due to a disability
- Non-consensual touching or groping, including unwanted hugging or shoulder rubbing
- Sexual remarks, jokes, anecdotes or physical gestures
- Requests for favors or propositions of a sexual or sexually suggestive nature
- Comments (either complimentary or insulting) about a person's physique, clothing, gender, or sexual/romantic activity or preferences
- Inappropriate use or display of sexual or pornographic images, text or objects

Laws and policies that prohibit sexual harassment:
UGA's Non-Discrimination and Anti-Harassment (NDAH) policy prohibits sexual harassment, including sexual violence, by any member of the University community on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for members of the University community. The NDAH Policy also includes domestic violence, dating violence and stalking as forms of sexual harassment.

The NDAH policy is available at: http://eoo.uga.edu/policies/non-discrimination-anti-harassment-policy

Sexual harassment, including sexual violence, is also unlawful under Title IX of the 1972 federal Education Amendments (prohibits sex-based discrimination at educational institutions receiving federal funding), Title IV of the 1964 federal Civil Rights Act (prohibits sex-based discrimination in public colleges), Title VII of the Civil Rights Act (prohibits employment discrimination) and the State of Georgia's Fair Employment Practices Act (FEPA) (prohibits discrimination against State employees), when it creates a hostile work/educational environment or when it results in an adverse employment or educational decision.

Sexual harassment/violence involving physical touching, coerced physical confinement, or forced or coerced sex acts may also constitute a crime.

Who is protected?
Men as well as women are protected, including when the harasser and victim are of the same sex, and regardless of either's sexual orientation or gender identity.

Third parties are protected where harassment directed at others, or sexual conduct between consenting participants, adversely affects the third party's work or learning environment.

Supervisors, instructors and other persons in positions of authority are protected against sexual harassment by their subordinates.

When and how to report sexual harassment?
Any University community member with knowledge that sexual harassment has or may be occurring should contact the EOO at the office number, address or email...