

UNIVERSITY OF WISCONSIN-STOUT

SEXUAL HARASSMENT POLICY

Policy No. 91-53

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1.0 STATEMENT OF POLICY

- 1.1 The mission of the University of Wisconsin-Stout is to provide a teaching, learning, and working environment in which faculty, staff, and students can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve the quality of life for all. UW-Stout is committed to maintaining a community in which students, faculty, and staff can work and learn together in an atmosphere free of all forms of discrimination and discriminatory harassment, including sexual harassment, sexual misconduct, and retaliation, and committed to the prompt and equitable resolution of all formal complaints. Sexual harassment and misconduct violate the dignity of the individual and the integrity of the University as an institution of higher learning and thus, sexual harassment or misconduct, in any form, will not be tolerated.
- 1.2 This policy implements, fulfills, and/or furthers the goals of University of Wisconsin System policies including Regent Policy Documents (RPD) 14-2, 14-3, 14-5, 14-6, 14-7, 14-10, and federal and state laws including Title IX of the Education Amendments of 1972 and the Violence Against Women Act (VAWA).
- 1.3 Sexual misconduct includes the following:
 - Sexual violence: Refers to incidents involving sexual assault, sexual harassment, stalking, dating violence, and domestic violence.
 - Sexual assault: Sexual contact or sexual intercourse with another person without the consent of that person.
- 1.4 Sexual harassment may include, but is not limited to, the deliberate, repeated making of unsolicited gestures or comments of a sexual nature; the deliberate, repeated display of offensive sexually graphic materials not deemed necessary for business purposes; or deliberate verbal or physical conduct of a sexual nature, that is sufficiently severe to interfere with a reasonable employee's work performance, to interfere with a student's ability to participate in or benefit from a University program or activity, or to create an abusive working or academic environment. A single, severe event is enough to potentially constitute sexual harassment.
- 1.5 In the application of this policy, due consideration will be given to the protection of individual rights to freedom of speech and expression.

2.0 DEFINITIONS

- 2.1 **Complainant.** Any individual who is reported to have been subjected to sexual harassment, sexual assault, dating violence, domestic violence, or stalking, as defined in the relevant Administrative Code provisions or policies. See, e.g., Chs. UWS 4.015 (faculty), [UWS 11.015](#) (academic staff), and [UWS 17.02\(2m\)](#) (students).
- 2.2 **Confidential Employee.** Any employee, who is a licensed medical, clinical, or mental health professional, when acting in that role in the provision of services to a patient or client who is a university student or employee. A Confidential Employee will not report specific information concerning a report of sexual violence or sexual harassment received by that Employee in the Employee's professional capacity unless with the consent of the reporting individual or unless required by the Employee's license or by law.
- 2.3 **Confidential Resource.** Individuals or agencies in the community, whose professional license or certification permits that individual or agency to preserve the confidentiality of the patient or client.
- 2.4 **Consent.** Words or overt actions by a person who is competent to give informed consent, indicating a freely given agreement to have sexual intercourse or sexual contact. A person is unable to give consent if the person is incapacitated because of drugs, alcohol, physical or intellectual disability, or unconsciousness [[§. 940.225\(4\), Wis. Stats.](#)].
- 2.5 **Dating Violence.** Violence committed in a "dating relationship," which is defined as a romantic or intimate social relationship between two adult individuals; "dating relationship" does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship [[§ 813.12\(1\)\(ag\), Wis. Stats.](#)].
- 2.6 **Domestic Violence.** Any of the following engaged in by an adult family member or adult household member against another adult family member or adult household member, by an adult caregiver against an adult who is under the caregiver's care, by an adult against his or her adult former spouse, by an adult against an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common [[§§ 813.12 \(1\)\(am\)](#) and [968.075](#), Wis. Stats.]:
1. Intentional infliction of physical pain, physical injury, or illness.
 2. Intentional impairment of physical condition.
 3. A violation of the state statute regarding sexual assault [[§ 940.225\(1\), \(2\) or \(3\), Wis. Stats.](#)].
 4. A violation of the state statute regarding stalking [[§ 940.32, Wis. Stats.](#)].
 5. A violation of the state statute regarding damage to property [[§ 943.01, Wis. Stats.](#)], involving property that belongs to the individual.
 6. A threat to engage in any of the conduct under 1 through 5 listed above [[§§ 813.12 \(1\)\(am\)](#) and [968.075, Wis. Stats.](#)].

- 2.7 **Employee.** Any individual who holds a faculty, academic staff, university staff, limited, student employment, employee-in-training, temporary, or project appointment. (See, e.g., UW System Administrative Policy 1225 (formerly GEN 0), General Terms and Definitions [<https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/general-terms-and-definitions/>])
- 2.8 **Executive Order 54.** Executive Order issued by Governor Walker in 2011 requiring that university employees report incidents of child abuse and neglect which they observe or witness in the course of their employment. Such reports must be personally and immediately made to law enforcement or the county department of social services or human services. (https://docs.legis.wisconsin.gov/code/executive_orders/2011_scott_walker/2011-54.pdf)
- 2.9 **Hostile Environment.** A hostile work, academic, or program-related environment is created when one engages in harassment that consists of unwelcome verbal or physical conduct directed at another individual because of that individual's gender, and that has the purpose or effect of creating an intimidating, hostile, or offensive work, academic, or program-related environment or has the purpose or effect of substantially interfering with that individual's work or academic performance. Substantial interference with an employee's work or academic performance or creation of an intimidating, hostile, or offensive work, academic, or program-related environment is established when the conduct is such that a reasonable person under the same circumstances as the student or employee would consider the conduct sufficiently severe or pervasive to interfere substantially with the person's work or academic performance or to create an intimidating, hostile, or offensive work or learning environment. [See, e.g., [§ 111.36\(1\)\(b\), Wis. Stats.](#)]
- 2.10 **Incapacitation.** As it applies to this policy, the state of being unable to physically and/or mentally make informed rational judgments and effectively communicate, and may include unconsciousness, sleep, or blackouts, and may result from the use of alcohol or other drugs. Where alcohol or other drugs are involved, evaluation of incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person's decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.
- 2.11 **Office for Civil Rights.** The U.S. Department of Education office that is responsible for enforcing Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other education-based discrimination acts. Individuals can file a complaint with the Office of Civil Rights in writing, by mail, by fax or via the OCR Complaint Portal. Individuals should review the OCR website for more information on filing a complaint. <http://www2.ed.gov/about/offices/list/ocr/complaints-how.html>
- 2.12 **Preponderance of the Evidence.** Information that would persuade a reasonable person that a proposition is more probably true than not true. It is a lower standard of proof than "clear and convincing evidence" and is the minimum standard for a finding of responsibility. [Sections [UWS 17.02\(13\)](#), [UWS 11.015\(7\)](#), [UWS 4.015\(7\)](#), and [UWS 7.015\(5\)](#), Wis. Admin. Code]

- 2.13 **Respondent.** A student who is accused of violating a policy under Chapter UWS 17, Wis. Admin. Code, or an employee who is accused of violating a policy under Chapters UWS 4, 7, or 11, Wis. Admin. Code.
- 2.14 **Responsible Employee.** Any employee (other than a “confidential resource”):
1. Who has the authority to take action to redress sexual misconduct;
 2. Who has been given the duty of reporting incidents of sexual misconduct by students or employees to the Title IX coordinator or other appropriate school designee; or
 3. Who a student could reasonably believe has this authority or duty. April 29, 2014 “Dear Colleague Letter”, available at <http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf>.
- 2.15 **Retaliation.** An adverse action taken against an individual in response to, motivated by, or in connection with an individual’s complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint, and/or opposition of discrimination or discriminatory harassment in the educational or workplace setting.
- 2.16 **Sex Discrimination.** Discrimination on the basis of sex or gender. Sexual harassment and sexual assault are forms of sex discrimination. [See [20 USC §§ 1681-1688](#)]
- 2.17 **Sexual Assault.** Sexual contact or sexual intercourse with another person without the consent of that person.
1. **FIRST DEGREE SEXUAL ASSAULT.** Engaging in any of the following constitutes First Degree Sexual Assault:
 - a. Sexual contact or sexual intercourse with another person without consent of that person and that causes pregnancy or great bodily harm to that person.
 - b. Sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a dangerous weapon.
 - c. Sexual contact or sexual intercourse with another person without the consent of that person by use or threat of force or violence, aided or abetted by one or more persons.
 2. **SECOND DEGREE SEXUAL ASSAULT.** Engaging in any of the following constitutes Second Degree Sexual Assault:
 - a. Sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
 - b. Sexual contact or sexual intercourse with another person without consent of that person causing injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
 - c. Sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person’s conduct, and the defendant knows of such condition.
 - d. Sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the

defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.

- e. Sexual contact or sexual intercourse with a person who the defendant knows is unconscious.
 - f. Sexual contact or sexual intercourse with another person without the consent of that person, aided or abetted by one or more other persons.
3. **THIRD DEGREE SEXUAL ASSAULT.** Sexual intercourse with a person without the consent of that person.
4. **FOURTH DEGREE SEXUAL ASSAULT.** Sexual contact with a person without the consent of that person. [[§ 940.225](#), Wis. Stats.]
- 2.18 **Sexual Contact.** Intentional touching, whether direct or through clothing, if that intentional touching is for the purpose of sexually degrading or sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under [§ 940.19\(1\)](#) or [§ 940.225\(5\)\(b\)\(1\)](#), Wis. Stats.
- 2.19 **Sexual Harassment.** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. [Adapted from [29 C.F.R. § 1604.11 \(1980\)](#).]
- Note:** UW-Stout recognizes a broader definition of sexual harassment—as found in Section 1.4.
- 2.20 **Sexual Intercourse.** Penetration, as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the defendant or upon the defendant's instruction [[§ 940.225\(5\)\(c\)](#), Wis. Stats.].
- 2.21 **Sexual Violence.** The phrase, as used in this policy, refers to incidents involving sexual assault, sexual harassment, stalking, dating violence, and domestic violence.
- 2.22 **Stalking.** Intentionally engaging in a course of conduct that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household [[§. 940.32](#), Wis. Stats.].
- 2.23 **Student.** "Student" means any person who is registered for study in a University of Wisconsin System institution for the academic period in which the alleged act of sexual violence or sexual harassment occurred, or between academic periods for continuing students. [See [Chapter UWS 17.02\(14\)](#), Wis. Admin. Code.]

- 2.24 **Title IX.** Title IX of the Education Amendments of 1972 (20 U.S.C. sec. 1681 et seq.; 34 C.F.R. Part 106)(as amended) is a federal law that states, “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” [20 U.S.C. § 1681\(a\)](#).
- 2.25 **Title IX Coordinator (and Deputies).** An employee designated to coordinate compliance with Title IX, who plays an important role in an institution’s efforts to ensure equitable opportunity for all students and employees, and who works with school officials to remind the school community that students and employees must have equal access to all programs. (Adapted and revised from April 24, 2015, “Dear Colleague Letter” available at <http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201504-title-ix-coordinators.pdf>).
- 2.26 **Trauma-Informed Care.** Trauma-informed care reflects an understanding of trauma and emphasizes creating services and programs that are sensitive and directly responsive to the trauma that many victims and survivors experience following a violent crime. Trauma-informed care programs identify and limit potential triggers to reduce their re-traumatization and protect their mental and emotional health. <https://www.justice.gov/ovw/blog/importance-understanding-trauma-informed-care-and-self-care-victim-service-providers>. Trauma-informed care is an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Trauma-informed care also emphasizes physical, psychological and emotional safety for both consumers and providers, and helps survivors rebuild a sense of control and empowerment. See also: <http://www.traumainformedcareproject.org/resources/SAMHSA%20TIC.pdf>; and http://www.nsvrc.org/sites/default/files/publications_nsvrc_guides_building_cultures-of-care.pdf
- 2.27 **Violence Against Women Act (VAWA).** Federal law enacted in 1994, which promotes the investigation and prosecution of violent crimes against women, among other objectives. Recently, it affected amendments to the Clery Act [[42 U.S.C. §§ 13701-14040](#)], through the Campus Sexual Violence Elimination Act (SaVE) provision, Section 304.

3.0 PURPOSE AND SCOPE

3.1 This policy applies to:

- All University of Wisconsin-Stout programs, activities, employment practices and operations.
- The conduct of all students, employees, officers, and agents of the University that arises out of their employment, educational, academic, or athletic status.
- The conduct of third parties, including all guests, visitors, vendors, contractors, subcontractors and others who do business with the University, use the University’s facilities, or take part in the University’s programs.
- Conduct and communications that take place via technological means (e.g. computers, mobile devices, e-mail, telephone, voice mail, web sites or apps).

- 3.2 The University reserves the right to apply this policy to conduct occurring off-campus if the University determines that the conduct could have an impact on the mission or educational work of the University.
- 3.3 Nothing in this policy is intended to take the place of applicable criminal statutes, civil or criminal proceedings, and/or law enforcement actions. All individuals have the right to report suspected criminal conduct to the appropriate law enforcement authority in addition to any report made pursuant to this policy. The University will provide appropriate assistance, upon request, to those wishing to make such a report. Nothing in this policy limits any individual right to pursue any available legal remedy through federal or state courts, the Equal Employment Opportunity Commission, the Department of Education Office for Civil Rights, the Wisconsin Department of Workforce Development, or any other administrative agency in addition to or instead of proceeding under this policy.

4.0 DUTIES AND ROLES OF UNIVERSITY OFFICIALS

- 4.1 The Dean of Students shall serve as the Title IX Coordinator for UW-Stout. The Dean of Students is Sandi Scott who can be reached duexs@uwstout.edu or at 715-232-1181. The University may designate Deputy Title IX Coordinators as deemed appropriate. Duties of the UW-Stout Title IX Coordinator are described in the institutional position description. Those duties include: receiving reports of sexual violence and sexual harassment; maintaining appropriate records; providing or supporting the provision of appropriate education and training; maintain ongoing communication with any Deputy Title IX Coordinators and the Title IX Committee; investigating allegation of sexual violence and sexual harassment, as appropriate; ensuring that applicable policies, resources, and other information is up-to-date and properly disseminated. The duties of the Title IX coordinator will be guided by principles of trauma-informed care.
- 4.2 The Title IX committee at UW-Stout comprises the Title IX Coordinator and Deputy Title IX Coordinators. This committee meets quarterly to discuss policy implementation and revision; to assess the effectiveness of training and educational programming; to discuss campus climate issues of sexual harassment and misconduct; and to provide guidance to the Title IX Coordinator. The following offices are represented on the Title IX Committee: Human Resources, Athletics, University Housing, and the Dean of Students Office.
- 4.3 All UW-Stout employees, as well as student Resident Advisors, are considered “responsible employees” for the reporting of sexual harassment and sexual misconduct under both Title IX and Wisconsin state law and must notify the Dean of Students Office or the Title IX Coordinator if they receive a report of sexual misconduct. Responsible employees should be trained to:
 - Be familiar with definitions of sexual violence and sexual harassment.
 - Be familiar with this and other related policies.
 - Be prepared to respond should an individual report an incident of sexual violence or sexual harassment.
 - Be familiar with resources on campus to which to refer a reporting individual.

- 4.4 Students seeking confidential source of support can contact the Counseling Center or Student Health Services. These are the only University services with the ability to ensure confidentiality of information provided by students, subject to applicable law. In Wisconsin, these University offices need only report the occurrence of the sexual assault.
- 4.5 All employees must comply with Executive Order 54, which requires that all employees report incidents of child abuse and neglect that they observe or witness in their course of employment. Such reports must be personally and immediately made to law enforcement or the county department of social services or human services.

5.0 CONFIDENTIALITY

- 5.1 All complaints will be treated with consideration to their sensitive nature. Complaints will be considered confidential to the extent requested by the complainant, if possible. However, certain disclosures may be necessary for the University to conduct a thorough investigation, comply with state and federal law, and comply with its own procedures and regulations. In addition, all records maintained by the University are potentially subject to the provision of the Wisconsin Public Records Law. Records pertaining to students may also be subject to the Family Educational Rights and Privacy Act (FERPA).
- 5.2 Responsible employees are defined in 3.3 above, should not promise confidentiality to any student or colleague, and should, whenever possible, inform a student or colleague who wishes to disclose sexual misconduct of their reporting obligation prior to any details being given. Any person who is unsure about whether they wish to disclose sexual misconduct to a responsible employee should be directed to one of the confidential resources listed in 3.4.

6.0 AMNESTY

Complainants, victims, and witnesses to incidents of sexual violence, including sexual assault, will not be issued citations or subject to disciplinary sanctions for violations of university policy at or near the time of the incident unless the institution determines that the violation was egregious, including actions that place the health or safety of any other person at risk.

7.0 RETALIATION

Any act of reprisal, including negative or otherwise unwarranted treatment, related to the reporting of, or participating in a complaint of sexual harassment is prohibited. This includes, but is not limited to:

- (a) Taking negative tangible employment actions against a person;
- (b) Taking actions that substantially interfere with or have a chilling effect on the employee or student's ability to participate fully in and benefit from the work or educational environment;
- (c) Failing to assist or provide instruction that would otherwise be provided;
- (d) Failing to fairly and/or objectively evaluate an employee's or student's performance;
- (e) Failing to record an appropriately earned grade for a student; or
- (f) Otherwise sabotaging an employee's or student's performance or evaluation.

8.0 REPORTING PROCEDURES AND RELATED PROVISIONS

The Dean of Students Office is the responsible University office for student complaints regarding sexual misconduct. In consultation with the Title IX Coordinator, Human Resources handles employee complaints regarding sexual misconduct.

8.1 Procedures for Students:

- (a) Students may report sexual misconduct to the Dean of Students Office, the supervisor of the individual engaged in the harassing behavior, or via the on-line reporting form.
- (b) A student who believes that they are the target of sexual harassment or misconduct, or retaliation, may choose to directly tell the person engaged in the conduct to stop or utilize one of the methods above in reporting the behavior.
- (c) If the above step is not helpful in resolving the matter, students are encouraged to contact the Dean of Students office, the Title IX Coordinator, or a Deputy Title IX Coordinator.
- (d) Complaints or reports against students will be received, investigated, and resolved by the Dean of Students Office on a case-by-case basis through the procedures outlined in UWS Chapters 17 and 18, with potential disciplinary sanctions up to and including expulsion.
- (e) The University will work with individuals involved in alleged incidents of sexual violence in sexual harassment to undertake appropriate measures to assist in their safety and well-being. These may include no-contact directives, academic or work modifications, and relocation of living or working space.
- (f) The University will assist students, upon request, who choose to file a complaint with campus police or local law enforcement. If a complaint has also been filed with local law enforcement, the University will work with the law enforcement agency ensuring the complainant is receiving all necessary rights, protections, and processes regarding the alleged incident.
- (g) Complaints against student employees may result in a combination of responses based on the individual's dual status as a student and employee.
- (h) Complaints by students against employees and other non-students will be referred to the Human Resources Office who, in consultation with the Title IX Coordinator, will be responsible for any further review and investigation. The Dean of Students Office will remain involved in the process as deemed appropriate.

8.2 Procedures for Employees:

- (a) Employees should report sexual harassment to Human Resources.
- (b) An employee who believes that they are the target of sexual harassment, misconduct or retaliation may choose to directly tell the person engaged in the conduct to stop. They may also choose to discuss the matter with their immediate supervisor or, if the immediate supervisor is the source of the behavior, to go to their supervisor's supervisor.

- (c) Employees should contact Human Resources to discuss the matter or to file a complaint. They are especially encouraged to do so if the above step is not helpful in resolving the matter.
- (d) Complaints against employees will be received, investigated, and resolved by the Human Resources Office in consultation with the Title IX Coordinator. Every effort will be made to complete an investigation within 30 days of the report of the complaint. Extensions of the time frame may be necessary in some cases.
- (e) The University will work with individuals involved in alleged incidents of sexual violence in sexual harassment to undertake appropriate measures to assist in their safety and well-being. These may include no-contact directives, academic or work modifications, and relocation of working space.
- (f) Investigators will conduct a prompt, thorough, and impartial investigation in the manner they deem necessary. The parties to the complaint will each have an opportunity to be heard during the investigation. The parties will also be informed of the status of the investigation, as deemed appropriate.
- (g) If it is determined that a violation of the University's policy has occurred, prompt remedial action should be taken. The nature of the remedial action and the process for its implementation will depend upon the facts and circumstances. If remedial action involves the imposition of sanctions, appropriate disciplinary procedures will be used. Sanctions imposed may be appealed to the Chancellor. The findings and intended actions shall be communicated to the complainant and the alleged respondent.
- (h) When warranted, for reasons which may include the severity or repeated nature of the misconduct or the ineffectiveness of past corrective efforts to end the misconduct, the University may take additional disciplinary action pursuant to applicable UW-Stout and UW System policies, up to and including termination.
- (i) If it is determined that no violation has occurred, such findings shall be communicated to the complainant and the alleged respondent. If the results of the investigation show that the complainant knowingly filed false accusations of sexual misconduct, or that a witness filed false statements, such individuals will be subject to appropriate disciplinary action.
- (j) The University will assist, upon request, employees who choose to file a complaint with campus police or local law enforcement. If a complaint has also been filed with local law enforcement, the University will work with the law enforcement agency to ensure that the complainant is receiving all necessary rights, protections, and processes regarding the alleged incident.

UW-Stout complies with the Clery Act. Policies listed in the annual report are operational practices that enable compliance.

9.0 EDUCATION AND TRAINING

The Title IX Coordinator shall receive annual training. Title IX committee members will receive on-going training as necessary. The Title IX committee will be responsible for ensuring the implementation of educational programming for the campus, including online training. More in-depth training will be provided for administrators and supervisory staff, as needed.

10.0 RECORD KEEPING AND DATA COLLECTION

The Title IX Coordinator will maintain records of reports of sexual harassment and sexual misconduct in accordance with state and institutional record retention guidelines. The Title IX Coordinator will track compliance with online training programs and maintain a list of training and educational programs offered on campus. The UW-Stout Police Department will annually collect, maintain, and submit the Annual Security Report, consistent with the federal statute Clery Act codified at [20 U.S.C. § 1092\(f\)](#) and with regulations in the [U.S. Code of Federal Regulations](#) at [34 C.F.R. 668.46](#). The Dean of Students will collect and submit the annual state report required under 36.11 (22) Wis. Stats.

11.0 ASSESSMENT

On a regular basis, the Planning, Assessment, Research and Quality (PARQ) office will assist in conducting the UW-System campus climate survey that gathers information about campus climate, including sexual violence and harassment. All students and employees are encouraged to participate.

12.0 RESOURCES

The university offers a variety of resources that are available to individuals involved in incidents of sexual violence or sexual harassment.

<https://www.uwstout.edu/life-stout/student-services/dean-students/sexual-misconduct/supporting-resources>

13.0 REFERENCES

- Regent Policy Document 14-8, Consensual Relationships:
<https://www.wisconsin.edu/regents/policies/consensual-relationships/>
- Regent Policy Document 14-2, Sexual Violence and Sexual Harassment:
<https://www.wisconsin.edu/regents/policies/sexual-violence-and-sexual-harassment/>

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If you have questions or comments, email parq@uwstout.edu.