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Cadet Resources:

What You Need To Know About Reporting Sexual Harassment, Sexual Assault, Inequity and Discrimination

Basic Principle and Policy:

The Citadel strives to develop a corps of graduates who are principled leaders; whole-persons who have personal integrity and respect for their fellow corps members. With that in mind, it is the expectation of The Citadel that both the academic and corps environments are free of discrimination, harassment, and/or intimidation. Furthermore, allegations of discrimination, inequity, sexual harassment, and sexual assault will be investigated. Appropriate discipline will be administered to cadets who are found to be in violation of this policy and basic principle.

Definitions of Unacceptable Conduct and Behavior:

- ✓ **Discrimination:** Illegal treatment of a person or group of persons based on their race, sex, religion, national origin, or disability.
- ✓ **Harassment:** A form of discrimination that can be physical, verbal, or sexual.
- ✓ **Sexual Harassment:** unwanted verbal, visual, or physical sexual attention of a persistent or offensive nature made by a person who knows, or reasonably should know, that such attention is unwanted. Sexual harassment includes sexually oriented conduct that is sufficiently pervasive or severe. Sexual harassment unreasonably interferes with a cadet's performance or creates an intimidating, hostile, or offensive environment.
- ✓ **Sexual Assault:** includes rape and all other forms of unlawful sexual behavior and contact which is not mutually agreed upon (i.e., penetration with a foreign object including a finger; oral and anal sex; unwanted touching on skin or through clothing; or touching an intimate part of another person (i.e., genitals, buttocks, or breasts) without affirmative consent by all persons involved.
- ✓ **Rape:** any sexual intercourse (i.e., anal, oral, or vaginal) however slight with any object without affirmative consent. Rape can include use of coercion, threat, force, or intimidation or through the use of the victim's incapacity or physical helplessness. This is a crime of violence, power, and control. Physical force does not have to be present for rape to be committed. Affirmative consent cannot be given when the person: is a minor; is temporarily or permanently mentally handicapped (including under the influence of alcohol or drugs); has expressed by words or other behavior a lack of agreement to engage in sexual activity; formerly consented and subsequently expresses by words or any other behavior a lack of agreement to continue engaging in sexual activity; was induced to engage in sexual activity by the other person's physical coercion or abuse of position of power, trust or authority and/or use of artificial means (i.e., drugs such as Rohypnol); and/or when the consent is expressed in words or conduct by a third party.
- ✓ **Rape and other forms of sexual assault are illegal,** regardless of the relationship between the perpetrator and victim (i.e., acquaintance rape is as serious a crime as stranger rape).

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Reporting Unacceptable Behavior and Conduct:

All allegations of discrimination, harassment, and or behavior or conduct as described above should be reported to:

- **Janet Shealy, Sexual Assault Prevention and Response Coordinator**

President's Support Office

Thompson Hall – Room 211

Phone: 843-953-7277

Email: janet.shealy@citadel.edu

Additional resources for assistance include the Chief Diversity Officer: Bridgette Beasley, 843-953-6989, beasleyb1@citadel.edu, the infirmary, 953-5447, or Public Safety, 953-5114.

Confidentiality

All inquiries, complaints, and investigations are treated confidentially. Information is revealed strictly on a need-to know basis. All information pertaining to a complaint or investigation is maintained by the Sexual Assault Prevention and Response Coordinator in secure files.

Finalized 2/28/07, JS/BB