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### Other advisors

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### Health and counseling staff

Members of the staff at the College's Health and Counseling Center may be reached during regular business hours, 8:30 a.m.-4:30 p.m. In the event of an emergency, they may be reached by contacting the Office of Campus Safety at campus extension 5555.

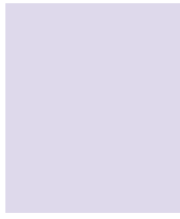
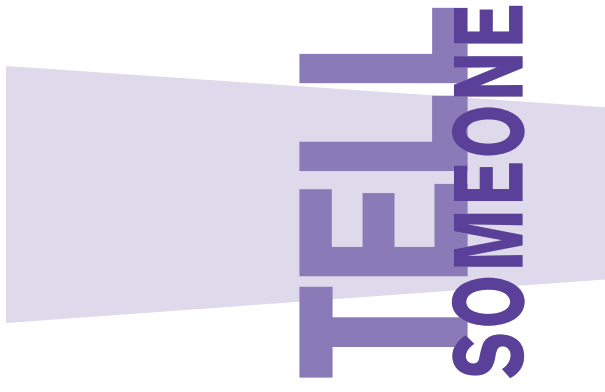
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What you need to know about  
Kenyon's sexual harassment policy

## Tell Someone

### What is Kenyon's sexual-harassment policy?

Kenyon is committed to providing its students, faculty, administration, and staff a community and place of study and work that is free of sexual harassment and all forms of sexual intimidation and exploitation.

To help ensure that freedom, the College has adopted a sexual-harassment policy, instituted procedures for dealing with harassment, and appointed trained advisors to work with victims of harassment.

### What is sexual harassment?

Sexual harassment, a form of sex discrimination, refers to a range of unwanted behaviors that either have sexual implications or are directed toward the gender of another. It can happen to both men and women (although 90 percent of reported cases are filed by women), and it can occur in same-sex as well as heterosexual relationships and between peers or coworkers. When one person makes repeated or persistent sexual comments about another's body that are perceived or received as offensive, or when one stereotypes, demeans, or shows preference for one sex over another (e.g., "all women are stupid" or a professor calls only on men in class), these kinds of behaviors and allegations can give rise to complaints known as hostile-living, -learning, or -working environment sexual harassment. Hostile-environment harassment is the most common, variable, and reported form of sexual harassment.

Sexual harassment may also refer to an abuse of privilege or authority to impose sexually upon another, as in quid pro quo harassment, which, translated from the Latin, means "this for that." Examples of this kind of harassment include overtures by a faculty member or supervisor to engage in sexual activity with a student or employee in exchange for a grade or promotion; it may also include coercive behaviors that suggest that academic or employment reprisals will follow the refusal of sexual favors. Fortunately, quid pro quo harassment is the least common form of sexual harassment, and it occurs far less frequently than other forms of harassment in both workplace and higher-education settings.

One of the most important things to remember regarding sexual harassment is that the way in which

one's behavior is received depends largely on context and that it is not the intent of one's behavior that matters but the impact that it has on others.

When considering whether a behavior is sexual harassment or not, one may want to ask the following questions:

- Is the behavior persistent, despite having said "No"?
- Is the behavior pervasive (are there others who have experienced similar behavior)?
- Is the behavior threatening or severe (such as in a stalking situation)? Examples of sexual harassment that have been reported include (but are not limited to):
- Sexually explicit telephone calls
- Harassing e-mail that has sexual content
- Display of graphic depictions of sexual activity in publicly shared spaces
- Spreading rumors about someone's alleged sexual activity
- Sexually explicit jokes that offend or ridicule another
- Repeated, unwanted invitations to engage in sexual activity or a date
- Jokes intended to demean another on the basis of his or her gender
- Stalking behavior(s)

### How to tell if someone's behavior constitutes sexual harassment

Some people are confused about what behaviors may constitute sexual harassment. Consider the following questions:

- If I ask someone for a date and the answer is "No," do I keep asking?
- Would I do this if a family member, partner, or someone I cared about were present?
- Would I mind if a reporter wanted to write about what I was doing?
- If someone asks me to stop a particular behavior, do I get angry and do more of the same instead of stopping?
- Do I tell jokes or make "funny" remarks involving sexuality? (Such jokes may offend many people.)

If the answer to any of these questions is yes, the chances of the behavior being considered sexual harassment is very high. Because such behavior is likely to be high-risk, if you have to ask about it, it's probably better not to do it.

### What can—and should—I do if I have been sexually harassed?

Unless they are challenged, harassers have no reason to stop their offensive behavior. Unfortunately, many victims of sexual harassment do not report their experiences; they are afraid they may be making too much of the experience, and they also fear reprisal or suspicion of their motives if they report harassment. However, in most situations ignoring the problem will not make it go away. If those in whom they confide confirm any of those fears, victims should immediately turn to someone else for support.

Harassment can sometimes be stopped by taking direct action with the offending person. If you are being, or have been, sexually harassed, take the following steps at once:

- Say "No" to the harasser, plainly and unequivocally.
- Be direct in your disapproval of the behavior you consider to be harassment. Don't apologize for speaking up—and don't smile.
- If speaking up is unsuccessful, write a letter to the harasser. Identify the incident(s) of harassment and what you found objectionable in the harasser's behavior.
- Explain your feelings and clearly state that the harassment should stop. Keep a dated copy of the letter for yourself, and let someone else know you have written it.
- Maintain records. Document all incidents of sexual harassment, including conversations. List dates, times, places, witness(es), and what was said and done.
- Tell someone. Ask for assistance. If the harassment does not stop, or if you would like advice on how to deal with a harasser, contact any of the sexual-misconduct advisors listed in this pamphlet.

Note: For a description of what students should do in case of a sexual assault or for further information regarding the College's sexual-misconduct policy, please consult the *Student Handbook* at [www.kenyon.edu/studenthandbook.xml](http://www.kenyon.edu/studenthandbook.xml).

### Sexual-misconduct advisors

Sexual-misconduct advisors are trained to help support those who may have been sexually harassed or assaulted. These advisors are prepared to:

- Listen to complaints
- Discuss allegations
- Explore alternatives
- Provide referrals for medical, psychological, spiritual, legal, or other assistance
- Suggest ways to discourage the harassment
- Give advice on the College's mediation, judicial, and grievance procedures.

A conversation with an advisor will be held in confidence; it will not, in itself, constitute initiation of a formal complaint.

If you are in need of advice or support, you are encouraged to make an appointment with a sexual-misconduct advisor of your choice (most are available around the clock in case of a crisis), or you may wish to consult with a member of the College's health and counseling staff.

## Who are the advisors?

### Students

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