



Office of Compliance
UNIVERSITY OF WISCONSIN-MADISON

UW-MADISON POLICY ON SEXUAL HARASSMENT AND SEXUAL VIOLENCE (2017)

In December 2016, in an effort to be compliant with relevant federal law, regulations and guidance regarding sexual harassment and sexual violence on campus, the UW Board of Regents passed a resolution which updated and expanded the system sexual harassment policy, creating Regent Policy Document 14-2, Sexual Violence and Sexual Harassment. In this document, the Board of Regents detail expectations for each UW campus regarding their response to sexual harassment and sexual violence, including the creation of campus specific policies for all students and employees.

In compliance with this directive from the Board of Regents, UW-Madison's Provost's Advisory Group on Sexual Assault and Misconduct (PAGSAM) constructed the UW-Madison Sexual Harassment and Sexual Violence Policy (attached). The UW-Madison policy is based on the following laws, regulations and guidance:

- [UW Regent Policy Document 14-2](#)
- [Title IX of the Education Amendments \(1972\)](#)
- [The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act \(1991\)](#)
- [Violence Against Women Act \(1994\)](#)
- [The Violence Against Women Reauthorization Act of 2013](#)
- [UWS Chapter 17](#)
- [Wisconsin Statute § 36.11\(22\)\(c\)](#)
- [Governor's Executive Order #54](#)

The UW-Madison Sexual Harassment and Sexual Violence Policy includes:

- Definitions of conduct prohibited by the policy (sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking and related retaliation)
- Options for reporting violations
- List of those designated as Title IX Responsible Employees
- Various campus and community resources including confidential resources
- Investigatory and disciplinary processes for various members of the UW-Madison community

Additionally, this policy explains the requirement *that all employees and students complete a campus-supported training addressing issues of sexual harassment and sexual violence*. Employees who fail to complete the training will not be eligible for general wage adjustments (GWA) or performance pay increases that require satisfactory performance. Students who fail to complete the training will not be able to register for courses the following semester.