

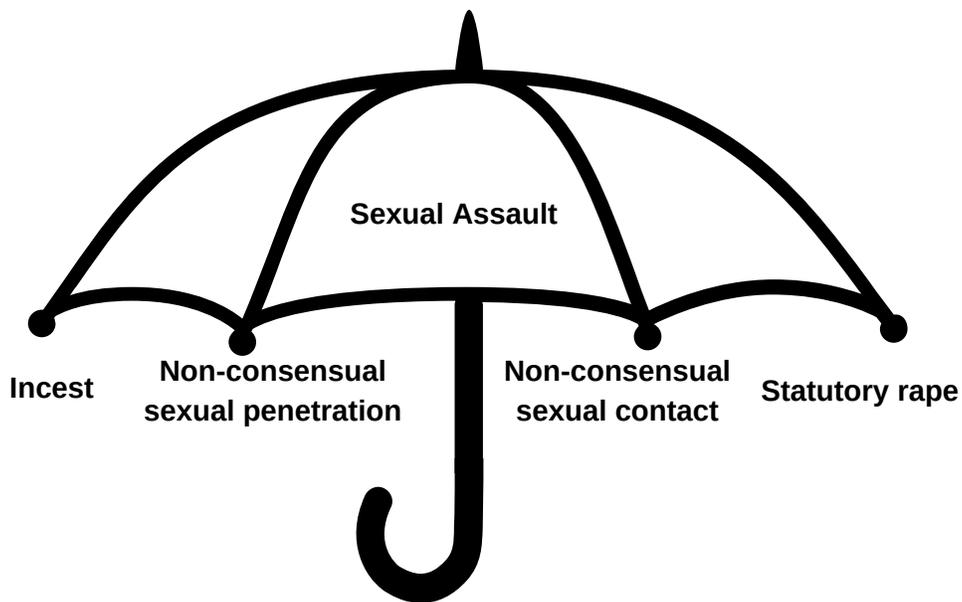
MSU Relationship Violence and Sexual Misconduct & Title IX Policy Terms

The university prohibits discrimination on the basis of sex, gender, gender identity, gender expression, sexual orientation and/or sexual identity in any of its program or activities. Persons who violate the policy are subject to disciplinary action, up to and including dismissal for students and discharge for employees.

Term	RVSM & Title IX Policy Definition	Further Information
Consent	voluntary, willful, and unambiguous agreement to engage in a specific sexual activity during a sexual encounter	Freely given, reversible, informed, enthusiastic, and specific
Hostile environment	unwelcome behavior that is so persistent, pervasive, or severe that it - unreasonably interferes with someone's work or educational performance creates an intimidating, hostile, or demeaning environment	Examples can include when someone is subject to unwelcome advances, innuendos, offensive language or jokes of a sexual nature that are normalized in a particular environment.
Incapacitation	a state in which an individual cannot make an informed or rational decision to engage in sexual activity	Beyond mere drunkenness or intoxication; an individual does not know the who, what, where, when, why or how of a situation
Incest	sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by state law	
Medical amnesty	a Michigan law that protects anyone seeking medical assistance for themselves or another person who may have consumed alcohol and other drugs	Medical amnesty protects people from a health perspective, if they drank or ingested too much and are in medical danger or experienced some sort of physical injury while intoxicated, but it also includes calling for help due to RVSM concerns
Non-consensual sexual contact	performing any of the following acts without consent: intentional touching of another person's intimate body parts in a sexual manner, causing another to touch intimate body parts, or disrobing or exposing another person	
Non-consensual sexual penetration	non-consensual or attempted penetration of a genital, anal, or oral opening of another by force (or threat of force)	
Quid Pro Quo (I.E. "this for that")	submission to a behavior of a sexual nature is reasonably believed to carry positive or negative consequences.	Some examples include: "I will give you an A if you go on a date with me" OR "I will fail you if you don't go on a date with me"

Term	RVSM & Title IX Policy Definition	Further Information
Relationship violence	<p>an act of physical violence (actual or attempted) or a threat to cause physical violence to another committed by a person:</p> <ul style="list-style-type: none"> -Who is or has been in a social relationship of romantic or intimate nature with that individual -With whom the individual shares a child in common -Who is cohabitating with or has cohabited with the individual as a spouse or intimate partner 	<p>While this Policy addresses only physical and sexual acts of relationship violence, relationship violence can include other dynamics that do not require physicality. There are resources available for survivors of these aspects of relationship violence</p>
Retaliation	<p>an act (taken or attempted) to discourage a reasonable person from participating (or expecting to participate) in one of the following activities</p> <ul style="list-style-type: none"> -Opposing conduct prohibited in the RVSM & Title IX Policy -Reporting prohibited conduct to the university -Participating (or expecting to participate) in any manner in an investigation, proceeding, hearing, or supportive measure 	<p>Everyone is protected against retaliation, including the survivor, witnesses, and respondents.</p>
Sexual assault	<p>a broad term that includes non-consensual sexual contact, non-consensual sexual penetration, incest, and statutory rape</p>	
Sexual exploitation	<p>taking or attempting to take non-consensual or abusive sexual advantage of another</p>	<p>Some examples include:</p> <ul style="list-style-type: none"> -Intentionally incapacitating someone to make them vulnerable to acts of violence -Taking or sharing sexually explicit images or videos of a person without their permission
Sexual harassment	<p>unwelcome verbal, written, or physical behavior of a sexual nature, directed at someone on the basis of sex, gender, gender identity, gender expression, sexual orientation, sexual identity, OR gender stereotypes. This definition includes quid pro quo, hostile environment, and virtual harassment.</p>	<p>Sexual harassment violates University policy when such behavior is persistent (meaning that it happens more than once), pervasive (this behavior is normalized and feels inescapable), and severe (meaning that the situation could have been just once but its so severe that it's impacting their work or academic experience)</p>

Term	RVSM & Title IX Policy Definition	Further Information
Stalking	a course of conduct that is directed at a specific person that would cause a reasonable person to feel fear for themselves or for the safety of others, or to suffer substantial emotional distress	This can include, but is not limited to, acts in which the respondent directly, indirectly, or through third parties, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
Statutory rape	sexual intercourse, where there is no force or coercion, with a person who is under the statutory age of consent under state law	The statutory age of consent varies under state law, and is sixteen (16) in Michigan
Virtual harassment	the use of electronic media to harass	



This umbrella represents the terms that are encompassed under "sexual assault" as per the RVSM policy. Details and definitions of each of these terms can be found in the [full policy](#).

To request a training or for more information, visit poe.msu.edu or contact empower@msu.edu