TITLE IX
It’s. Not. Optional. IT’S THE LAW.

Title IX of the Education Amendments of 1972, prohibits sex discrimination in education programs and activities that receive federal financial assistance.

Sex Discrimination at UWRF is:
- Unacceptable
- Prohibited
- Illegal

Title IX Prohibits Sex Discrimination in:
- Academics
- Activities
- Admissions
- Athletics
- Employment
- Financial Assistance
- Housing
- Recruitment

Title IX applies to students, faculty, staff, prospective students, and all other students.

Prohibited Sexual Misconduct:
- Sexual Assault
- Sexual Violence
- Dating Violence
- Domestic Violence
- Stalking

Sexual Assault = Sex Discrimination

Title IX Coordinator
Gregg Heinselman
Associate Vice Chancellor for Student Affairs
173B University Center
gregg.heinselman@uwrf.edu
715-425-0720

go.uwrf.edu/titleix

10 Ways to Distinguish Consent
A GUIDE FOR STUDENTS AND ADVISORS

Consent: A clear and unambiguous agreement, expressed in mutually understandable words or actions, to engage in a particular activity.

1. **Listen for “yes”**
   - Consent is fundamental – You must obtain consent before engaging in or going further with any sexual activity.

2. **Consent requires communication** – Verbal communication before engaging in sexual activity clarifies consent. Discussing your own and your partner’s sexual desires, needs, and limitations provides a basis for a positive experience.

3. **Consent is affirmative** – Listen for a clear and positive agreement. These factors don’t count: the absence of “no,” silence, relying solely on body language, flirtation, coercion, marital or relationship status, power differentials, clothing choice, or a person’s past behavior. “Yes” is a statement of consent.

4. **Make sure “yes” means “yes”**
   - Consent is voluntary – Consent must be given freely and willingly, and may not be valid if one person is being subjected to emotional or psychological pressure, intimidation, or fear.

5. **Consent must be unimpaired** – A person who is impaired in any way, asleep, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, is not capable of giving valid consent. Using alcohol or drugs may also seriously interfere with the initiator’s judgment about whether consent was sought or given.

6. **Keep the conversation open and ongoing**
   - Consent is impermanent – Consent at one time does not imply consent for the future; it must be freely given every time.

7. **Consent is always retractable** – Consent is subject to change and can be withdrawn at any time. Consent must be clear at each stage of a sexual encounter: consenting to one sexual activity does not imply consent to further activity.

8. **Equality is a cornerstone of consent**
   - Consent is autonomous – A current or past relationship, such as dating or marriage, does not override the need to obtain consent.

9. **Consent is equitable** – Consent is invalid when the initiator holds authority over the partner, such as in an academic or workplace setting, or when one participant is under the legal age of consent.

10. **The bottom line**
    - Consent is essential – Sexual contact without consent is sexual assault.

Connie J. Kirkland, MA, NCC, is the Director of the NOVACares Office at Northern Virginia Community College, where she chairs the Threat Assessment Team, coordinates behavioral intervention and support services for the college, and manages the college Sexual Assault Services program.