

**The University of Wisconsin System**  
**UPS OPERATIONAL POLICY: GEN 28**



**SUBJECT:** Sexual Violence and Sexual Harassment

---

**Original Issuance Date:** July 1, 2015  
**Last Revision Date:** February 9, 2017

**1. POLICY PURPOSE:**

The purpose of this policy is to reference the Board of Regents policy on sexual violence and sexual harassment.

**2. POLICY BACKGROUND:**

On December 8, 2016, the Board of Regents adopted [Regent Policy Document 14-2, Sexual Violence and Sexual Harassment \(RPD 14-2\)](#) that covers sexual harassment, sexual assault, stalking, dating violence, and domestic violence. [RPD 14-2](#) complies with federal laws, including Title IX of the Education Amendments of 1972, which prohibit discrimination on the basis of sex in any educational program or activity receiving federal financial assistance and require UW System institutions to take immediate and effective steps to respond to reports of sexual violence. Title IX requires that an individual who asserts that he or she was harmed as a result of sexual misconduct (i.e., the accuser or the complainant) must be provided with all procedural rights provided to the individual accused of sexual misconduct.

**3. POLICY DEFINITIONS:**

Please see UPS Operational Policy [GEN 0: General Terms and Definitions](#) for a list of general terms and definitions.

**4. POLICY**

It is the policy Board of Regents of the University of Wisconsin System to promote an environment free from incidents of sexual violence and sexual harassment. To promote such an environment, [RPD 14-2](#) requires UW System institutions to adopt policies, practices, and educational programs that serve to prevent, respond to, and redress incidents of sexual violence and sexual harassment. Under federal law, an institution's policies should specify the procedural rights of employees who have asserted that they were harmed as a result of sexual violence or sexual harassment. They should also specify the appropriate standard of proof.

**5. RELATED DOCUMENTS:**

**6. POLICY HISTORY:**

Revised on 02/09/2017 to be consistent with [RPD 14-2](#).