

PRONG 1: Quid Pro Quo

- ☞ Must be an employee (not volunteer, visitor, student)
- 🤝 "This for that" harassment
- ★ When favorable professional or educational treatment is conditioned on a sexual activity

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PRONG 2: Hostile Environment+ (The Davis Standard)

- 🚫 No definition of consent required
- 📋 Not the same Title VII "hostile environment" or 2001 Guidance
- 🗨️ First Amendment protections

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PRONG 3: The VAWA Crimes

- ⚠️ Sexual Assault
 - Rape
 - Fondling
 - Incest
 - Statutory Rape
- 🔒 Intimate Partner Violence
 - Dating Violence
 - Domestic Violence
- 👤 Stalking

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