

**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
  - Sex
  - Fondling
  - Incest
  - Statutory Rape
- Intimate Partner Violence
  - Dating Violence
  - Domestic Violence
- Stalking

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