**PRONG 1: Quid Pro Quo**
- Must be an employee (not volunteer, visitor, student)
- "This for that" harassment
- When feasible, professional or educational treatment is conditioned on a sexual activity

**PRONG 2: Hostile Environment+ (The Davis Standard)**
- No definition of consent required
- Not the same Title VII "hostile environment" or 2001 Guidance
- First Amendment protection

**PRONG 3: The VAWA Crimes**
- Sexual Assault
- Intimate Partner Violence
- Stalking

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