

## **Mock Mediation Scenario**

Training Program Session Date & Time: Friday, August 7<sup>th</sup> from 2:20 – 3:20 pm

Casting:

Mediator: Michael S. Geigerman

Complainant (Jamie): Sarah Freymiller

Complainant's Advisor: Kenneth M. Chackes

Respondent: Virginia Parkinson

Respondent's Advisor: James W. Reeves

Title IX Coordinator: Kim Kirn

University General Counsel: Whitney Dowdy

Jamie (complainant) is a junior, and Kate (respondent) is a senior. They have known one another for over a year and even went on three dates at the end of the previous school year. After summer break last year, Kate asked Jamie out again. They went on six or eight casual dates during the Fall semester. By October, Jamie felt that the relationship had run its course and declined to go out with Kate again.

Jamie and Kate live in the same campus housing building and eat at the same dining hall.

In the Spring semester, Kate and Jamie have a few classes together. Several times, Kate has waited for Jamie after class and asked them out. Jamie declines persistently. About once a week, Kate tries to sit with Jamie at dinner. Rather than confront Kate about this, Jamie has packed up their meal and left the dining hall immediately.

Jamie plays on the basketball team, and Kate is always in the bleachers watching during the practices and games.

Kate continues to tell her friends how much she likes Jamie.

Kate has never verbally threatened Jamie.

The Spring semester ends, and Jamie and Kate part ways. Both are taking courses online. Jamie no longer sees Kate at basketball practice, in the dining hall, or in their classroom. Kate emails Jamie daily asking what they're doing over break and how are their online classes.

After three weeks of daily emails, Kate posts intimate photos of her with Jamie—which were taken while they were dating in the Fall—on Instagram and Snapchat.

Jamie files a formal complaint alleging sexual harassment with the Title IX coordinator via email.

Issues: Stalking; online sexual harassment; severe, pervasive, and objectively offensive