

Dega Bah and Ms. Fett Scenario

Wookie College is a very small private liberal arts college. Student Dega Bah is a 21-year-old junior studying theater arts, and has the lead female role in an upcoming theatrical production put on by the college. The costuming for the play is being done by long-time Wookie College adjunct professor and 45-year veteran costumer, Ms. Fett.

Dega Bah arrives to her scheduled costume fitting with Ms. Fett in a small room in the performing arts building. They are the only two people in the room. The room has a make-shift dressing room in one corner for the actors to try on costumes. Ms. Fett gives Dega Bah a pair of pants and blouse for her to try on. Dega Bah proceeds to take the clothes into the dressing room, puts them on, and walks out of the dressing room. Ms. Fett and Dega Bah discuss for a few moments the poor fit of the costume pieces and Ms. Fett says that both garments will need to be "taken in" for a proper fit. Ms. Fett then retrieves her measuring tape and pinning kit from a desk drawer and asks Dega Bah to stand on a small platform in front of a mirror. Dega Bah proceeds to stand on the small platform while Ms. Fett begins to take measurements.

During the measuring process, Ms. Fett touches Dega Bah over the clothing in the "bust" area, on the inner and outer thighs, arms, neck, waist and shoulders. After Ms. Fett has taken the measurements, she then begins to pin the garments to "better fit Dega Bah's body." Again, Ms. Fett touches Dega Bah's clothed body on the inner and outer thighs, arms, waist, and just under the breasts. During the measuring and pinning process, Ms. Fett and Dega Bah engage in modest conversation. At several points during the measuring and pinning process, Ms. Fett remarks on Dega Bah's physique: "You are a beautiful girl and you will play your part well," "You have such a great figure--"

Coordinator, Luke Solo. Dega Bah states in her email that she wishes to lodge a complaint against Ms. Fett under Wookie's Title IX policies. Dega Bah states that she is uncomfortable participating in the production any further if she has to work with Ms. Fett. Dega Bah states Ms. Fett displayed harassing behavior during

investigation. Under Wookie's stated Title IX procedures, Luke Solo will serve as the investigator in this matter since it involves a staff member and student.

Luke Solo first conducts an in-person interview with Dega Bah, who arrives to the interview alone. Dega Bah described her encounter with Ms. Fett at the costume fitting and states that she "was harassed repeatedly" and wants Ms. Fett's employment terminated. Dega Bah states she will probably "quit the play" if Ms. Fett is allowed to continue as the costumer for the production.

Luke Solo then interviews Ms. Fett. Ms. Fett, who has asked the Chair of the Performing Arts