

A Resource Guide for Considering your Options

LAFAYETTE

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Your Rights, and Options to Consider

Sexual misconduct, which includes sexual violence and sexual and gender-based harassment, is not tolerated in the Lafayette community. If you or someone you know has experienced sexual misconduct, the following information is provided to assist in making informed choices regarding next steps, including seeking assistance, medical care, and reporting the incident.

For more information and complete College policies visit: sash.lafayette.edu/

On-Campus Resources

Confidential Resources*

College Chaplain

Rev. Alex Hendrickson
107 Farinon College Center
610-330-5959
hendrica@lafayette.edu

Counseling Center

Bailey Health Center (second floor)
610-330-5005
After-hours crisis
telephone support.

Private Resources*

Sexual Misconduct Support

Advisers:

Faculty and staff members who
are trained to provide support and
resource referrals.
484-548-0325
You may call or text the on-call
Support Adviser 24/7.

Medical Care

Bailey Health Center

607 High St.
610-330-5001

Reporting to Police

Department of Public Safety

901 Bushkill Drive
610-330-5330 (non-emergency)
610-330-4444 (emergency)

Reporting to the College

You may file a report of sexual
harassment and/or sexual
misconduct at any time by visiting:
sash.lafayette.edu

Educational Equity Coordinator:

Jessica Brown
110 Feather House
brownjes@lafayette.edu
610-330-5338

Deputy Title IX Coordinators:

Jennifer Dize
Assistant Dean of Students
204 Feather House
dizej@lafayette.edu
610-330-5082

Lisa Rex
Director of Human Resources
012 Markle Hall
rexl@lafayette.edu
610-330-5814

Terrence Haynes
Asst. Director of Residence Life
South College 125
haynest@lafayette.edu
610-330-5335

Community Resources

Confidential Resources

Crime Victims Council of the Lehigh Valley (CVCLV)

cvclv.org
801 Hamilton St., Suite 300
Allentown, PA
24-Hour Hotline: 610-437-6611

Turning Point of Lehigh Valley

turningpointlv.org
444 E. Susquehanna St.
Allentown, PA
24-Hour Hotline: 877-438-4957

Rape, Abuse, and Incest National Network (RAINN)

rainn.org
24-Hour Hotline: 800-656-HOPE (4673)

Reporting to Police

Easton Police Department

123 S. Third St., Easton, PA 18042
610-250-2282 (main number)
911 (emergency)

Medical Care

You can visit the following locations for a SAFE exam:

Lehigh Valley Hospital—Muhlenberg

484 Schoenersville Road, Bethlehem
610-402-8000

St. Luke's Hospital Anderson Campus

1872 St. Luke's Blvd., Easton
484-503-3000

**See page 5-6 for explanation of confidential vs. private resources*

Getting Help

Seek Medical Attention: If you have experienced sexual misconduct (including nonconsensual sexual contact, nonconsensual sexual penetration, dating violence, domestic violence, exploitation, or stalking), we encourage you to seek immediate medical attention, even if you're not sure if you have any physical injuries.

Bailey Health Center: Can provide care for any physical injuries you may have sustained, and also can test for sexually transmitted infections and/or pregnancy. Please note, Bailey Health Center cannot provide a SAFE exam.

SAFE Exam (Sexual Assault Forensic Examination): A SAFE nurse is specially trained to collect forensic evidence while providing compassionate, comprehensive care.

- A SAFE exam is recommended no later than 72 hours after an assault. Even if more than 72 hours have passed, it may still be possible to collect evidence, and it is certainly possible to receive medical care and testing.
- **Preservation of evidence:** Try to preserve any evidence before your exam by not showering, washing or changing clothes, brushing teeth or hair, eating, or other actions that might compromise evidence.
- Collecting evidence in no way obligates you to make a report with Lafayette or to the police, but preserves this information in the event that you decide to make a report at a later date.

Confidentiality, Privacy, and Responsible Employees:

Confidential Resources vs. Private Resources: Confidential resources do not have to disclose information to the Educational Equity Coordinator. Private resources will share general information with the college; however, they are not required to share identifying information with the Educational Equity Coordinator. Other college employees, known as Responsible Employees, must report all information disclosed to them to the Educational Equity Coordinator.

Confidential Resources: Licensed mental health counselors and ordained clergy are not required to report any information about an incident to the College's Educational Equity Coordinator without an individual's permission. In limited circumstances, Confidential Resources may have ethical or legal obligations that compel them to reveal certain information.

Talk with Someone Confidentially: Consider talking with a counselor, psychologist, or other mental health professional on or off campus. Counseling services are available:

- **For students:** College Counseling Center—24-hour crisis support available
- **Faculty and Staff:** The Employee Assistance Program (EAP) may help identify a community counselor or mental health professional. Faculty and staff members also may contact Lafayette's Counseling Center for community referrals.

Private Resources: Sexual Misconduct Support Advisers are College employees who have been designated as Private Resources. While not meeting the definition of Confidential Resource, they are able to talk to an individual without being required to disclose personally identifiable information about that individual or witnesses to the EEC.

Talk with Someone Privately: Sexual Misconduct Support Advisers (Support Advisers) are faculty and staff members committed to providing a safe resource for students who may have experienced sexual misconduct. They can provide information and support as you consider your needs, and can help connect you with campus-based and external resources. You can reach the on-call Support Adviser by calling or texting 484-548-0325.

Responsible Employees: All other college employees are either required or encouraged to share information with the Educational Equity Coordinator. For more details about Responsible Employees at Lafayette visit: sash.lafayette.edu/get-informed/responsible-employees/.

Reporting to the College: We are deeply concerned when behavior that may constitute sexual misconduct, including sexual violence or sexual and gender-based harassment, comes to our attention. We strongly encourage you to file a report directly with the Educational Equity Coordinator.

- Reports can be made at any time online at sash.lafayette.edu.
- When the College receives a report, you will be contacted by the Educational Equity Coordinator to discuss resources and options. If you choose to meet with the Educational Equity Coordinator, you do not need to share any information about your experience during this conversation, and you are welcome to bring a support person with you if that would be helpful.
- Retaliation by Lafayette, and/or by any member of the Lafayette community, against someone because they have reported an incident or participated in an investigation is prohibited. Lafayette will take steps to prevent retaliation and will take strong responsive action if it occurs.

File a Police Report: You also have the right to report the incident to the police and/or seek a protective order from a court. The Department of Public Safety or Educational Equity Coordinator can provide more information about these options.

Interim Measures: Reasonable interim measures and resources are available to you whether or not you decide to pursue or participate in an investigation with Lafayette or make a report to the police. These may include, but are not limited to, the following examples:

- **Academic:** These may include dean's excuses, support to drop a class after the deadline, requesting incompletes, changes to your academic schedule, or other possibilities as appropriate.
- **No Contact Orders:** No Contact Orders are Lafayette's nondisciplinary measures to ensure that two or more individuals are not permitted to communicate directly or indirectly with each other for a period of time.
- **Living situation and room changes:** It is sometimes possible to relocate people on a temporary or permanent basis when two individuals' residential proximity becomes unsafe or disruptive. Temporary accommodations may sometimes include providing a second residential space for an individual to access on a short-term basis.
- **Additional measures:** Other arrangements, such as workplace accommodations, visa and immigration assistance, financial aid assistance, or transportation options, may be possible on a case-by-case basis.

Privacy: Lafayette College will not include personally identifying information about individuals when it completes publicly available recordkeeping, including Clery Act reporting and disclosures, and will maintain as confidential any accommodations or protective measures provided to individuals to the extent that maintaining such confidentiality would not impair Lafayette's ability to provide the accommodations or protective measures.

Explanation of Procedures for Lafayette's Investigations and Adjudications

This document summarizes information contained in Lafayette's policies prohibiting Sexual Misconduct and Sexual and Gender-Based Harassment ("Policies"). If any discrepancy exists between the summarized information in this document and Lafayette's Policies, the language contained in the Policies prevails. The complete Policies can be found online at sash.lafayette.edu/get-informed/policies-laws/.

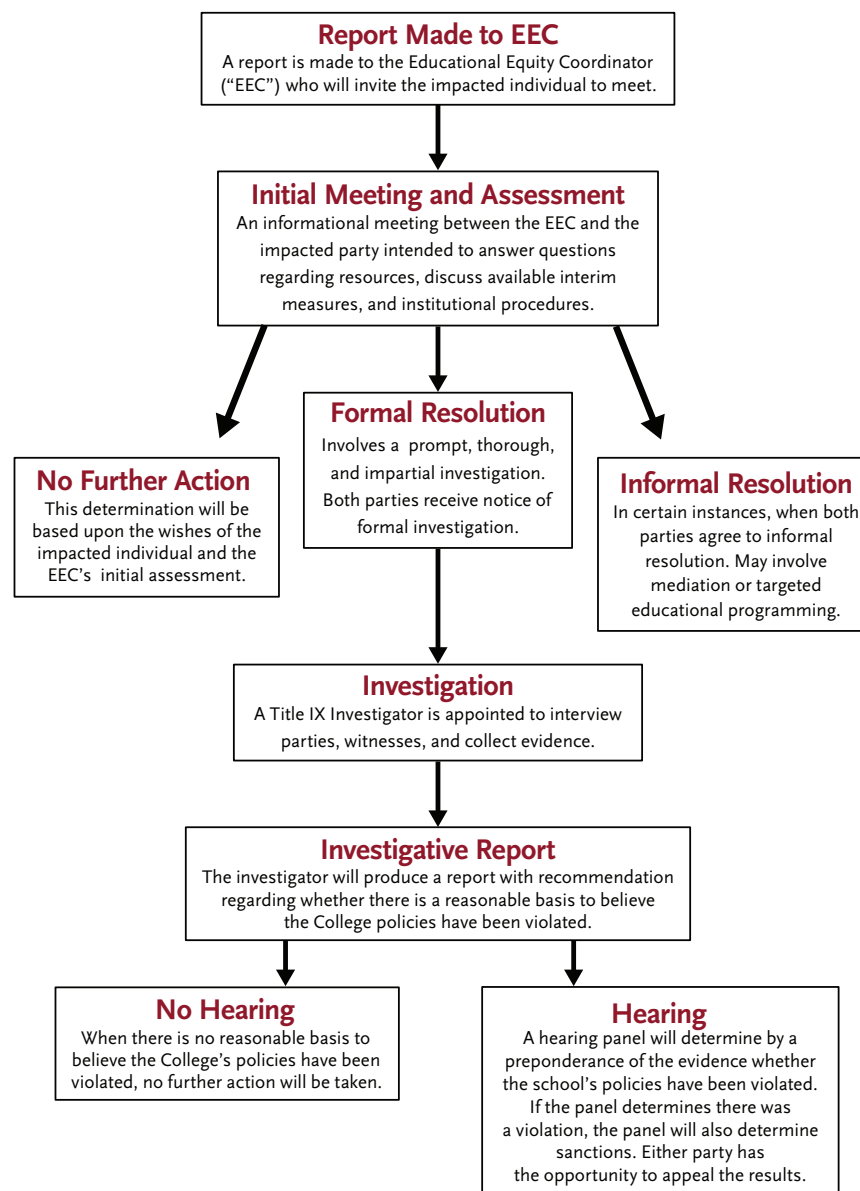
Lafayette College has both formal and informal resolution options available. See opposite page for a flowchart illustrating the steps from reporting an incident to the College through formal investigation and resolution.

Informal Resolution: Informal resolution may be pursued only with the consent of both involved parties. While informal resolution may vary on a case-by-case basis, the informal resolution process may include facilitated conversation, training and education for individuals or groups, and/or any other individual or community remedies designed to maintain the impacted party's access to the educational, extracurricular, and employment activities at the College and to eliminate a potential hostile environment.

Formal Resolution: Formal resolution involves an investigation and resolution process as detailed in Lafayette's Policies.

- During an investigation, the investigator will interview involved parties and witnesses and gather evidence including documents, photographs, communications between the parties, medical records (subject to the consent of the applicable person), and other electronic records as appropriate.
- Even if you are not sure you want to pursue an investigation, parties are encouraged to preserve evidence related to an incident including texts, social media posts, emails, and other materials, in case you change your mind at a later date. You also may want to consider writing down all details you remember about the incident while they are still clear.

This flowchart is intended to provide an overview of the reporting and investigative process for incidents involving students. Process and procedures may vary for incidents involving College faculty or staff members. Please consult the appropriate policy and procedures for a complete explanation of procedures.



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