

A Resource Guide

for Considering Your Options



LAFAYETTE

TABLE OF CONTENTS

On-Campus Resources
and Community Resources **2-3**

Getting Help **4-7**

Overview of Lafayette's Procedures **8-9**

Your Rights

and Options to Consider

Sexual harassment, which includes sexual assault, dating violence, domestic violence, and stalking, is not tolerated in the Lafayette community. If you or someone you know has experienced sexual harassment, 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/

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

Crime Victims Council of the Lehigh Valley (CVCLV)

cvclv.org

801 Hamilton St., Suite 300

Allentown

24-Hour Hotline: 610-437-6611

Turning Point of Lehigh Valley

turningpointlv.org

444 E. Susquehanna St.

Allentown

24-Hour Hotline: 877-438-4957

Rape, Abuse, and Incest National Network (RAINN)

rainn.org

24-Hour Hotline:

800-656-HOPE (4673)

Pennsylvania Coalition Against Rape (PCAR)

pcar.org

1-888-772-7227

Pennsylvania Coalition Against Domestic Violence (PCADV)

pcadv.org

1-800-799-SAFE (7233)

PRIVATE RESOURCES*

SM&RT (Sexual Misconduct & Resources Training team):

Faculty and staff members who are trained to provide support and resource referrals. Visit sash.lafayette.edu for more information and a list of SM&RT faculty and staff.

MEDICAL CARE

Bailey Health Center (first floor)

607 High St.

610-330-5001

***Lehigh Valley Hospital—Muhlenberg**

484 Schoenersville Road

Bethlehem • 484-884-2521

***Lehigh Valley Hospital—Cedar Crest**

1200 S. Cedar Crest Blvd.

Allentown • 610-402-8027

***Lehigh Valley Hospital—17th Street**

17th and Chew St.

Allentown • 610-969-2226

***St. Luke's Hospital Anderson Campus**

1872 St. Luke's Blvd.

Easton • 484-503-3000

St. Luke's Hospital Warren Campus

185 Roseberry St.

Phillipsburg, N.J. • 908-859-6700

REPORTING TO POLICE

Department of Public Safety

901 Bushkill Drive

610-330-5330 (non-emergency)

610-330-4444 (emergency)

Easton Police Department

48 N. Fourth St., Easton

610-759-2200 (main number)

911 (emergency)

*SAFE exams are provided at these locations

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



REPORTING TO THE COLLEGE

You may file a report of sexual harassment at any time by visiting sash.lafayette.edu or onepard.lafayette.edu

DIRECTOR OF EDUCATIONAL EQUITY/ TITLE IX COORDINATOR:

Amanda Hanincik
202 Feather House
hanincia@lafayette.edu
610-330-5338

DEPUTY TITLE IX COORDINATORS:

Jamila Bookwala
Dean of the Faculty;
Professor of Psychology
219 Markle Hall
610-330-5070
bookwalj@lafayette.edu

Jennifer Dize
Assistant Dean of
Students
205 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
Assistant Director of
Residence Life
114 Kirby House
haynest@lafayette.edu
610-330-5335

GETTING HELP

Seek Medical Attention: If you have experienced sexual assault, dating violence, domestic violence, 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 Sexual Assault Forensic Examination.

Sexual Assault Forensic Examination (SAFE): A SAFE nurse (also known as a SANE, Sexual Assault Nurse Examiner) is specially trained to collect forensic evidence while providing compassionate, comprehensive care. During your hospital visit, you will be treated for any medical issues by an ER nurse or physician, will have the opportunity to get treatment for STIs, and the SAFE nurse also will collect forensic evidence (commonly known as a "rape kit").

- You have the right to decline any service or treatment during your visit.
- A SAFE is recommended no later than 96 hours after an assault. However, even if more than 96 hours have passed, you should still consider going to the hospital 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 Mandated Reporters:

Mandated reporters vs. confidential resources vs. private resources:

Most college employees are considered mandated reporters, which means they must report all information disclosed to them to the Title IX Coordinator (see exception on p.6). Confidential resources do not have to disclose any information to the Title IX Coordinator. Private resources will share general information (e.g., date, nature of the issue reported); however, they are not required to share any identifying information.

Federal Statistical Reporting Obligations

- Certain campus officials—those deemed Campus Security Authorities (CSAs)—have a duty to report certain crimes for federal statistical reporting purposes (Clery Act).

- All personally identifiable information is kept private, but statistical information must be passed along to Public Safety regarding the type of incident and its general location (on or off campus or in the surrounding area, but no addresses are given) for publication in the Annual Security Report and daily campus crime log.
- Campus Security Authorities include: student affairs/student conduct staff, public safety, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisers to student organizations, and any other official with significant responsibility for student and campus activities.

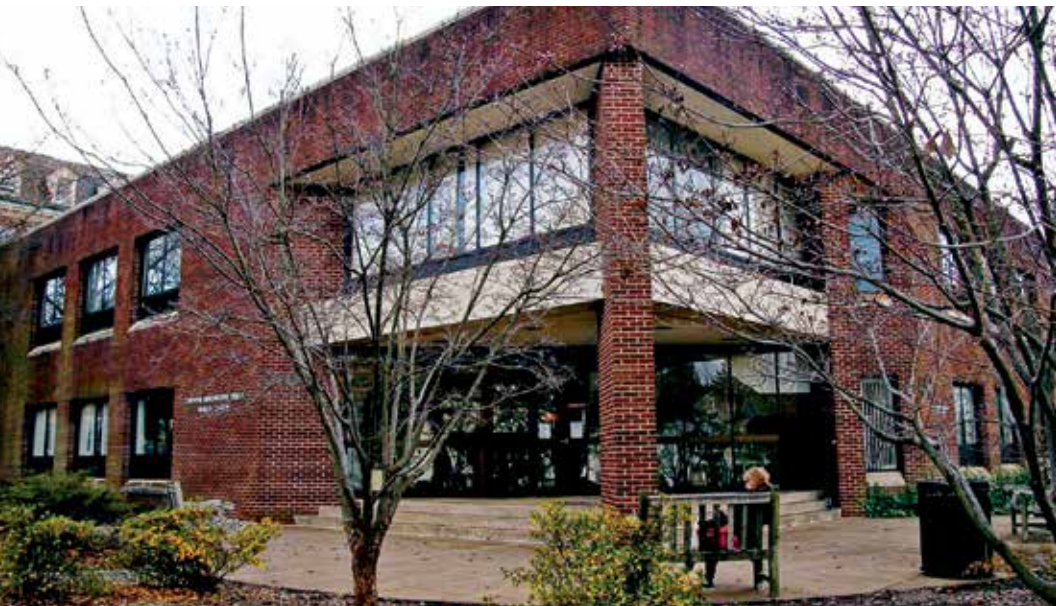
Confidential resources: Licensed mental health counselors and ordained clergy **will not** report any information about an incident to the College's Title IX Coordinator without an individual's permission. In limited circumstances, confidential resources may have ethical or legal obligations that compel them to reveal certain information.

Talk with someone confidentially: Consider talking with a counselor, psychologist, mental health professional, or clergy member on or off campus. Campus services available:

FOR STUDENTS:

- College Counseling Center: After-hours crisis support available: 610-330-5005
- College Chaplain: Rev. Alex Hendrickson: 610-330-5959

FACULTY AND STAFF: The Employee Assistance Program (EAP) may help identify a community counselor or mental health professional. (Visit hr.lafayette.edu/benefits/employee-assistance-program/ for more information.) Faculty and staff members also may contact Lafayette's Counseling Center for community referrals.



Private resources: SM&RT employees (Sexual Misconduct & Resources Training team) are faculty and staff members 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 Title IX Coordinator.

College private resources: SM&RT team: Visit sash.lafayette.edu for an up-to-date list of SM&RT-trained faculty and staff.

Bailey Health Center (Medical): 607 High St. (S.W. corner of High and McCartney Sts.); 610-330-5001

PASA adviser: The faculty or staff adviser of the student group Pards Against Sexual Assault (PASA) is designated a private resource when acting in the capacity of PASA adviser.

Mandated reporters: A mandated reporter is an employee of the College who is obligated by policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator or a Deputy Coordinator. At the request of a Complainant, notice may be given by a Mandated Reporter to the Title IX Coordinator anonymously, without identification of the Complainant. The Mandated Reporter cannot remain anonymous themselves. If a Complainant has requested that a Mandated Reporter maintain the Complainant's anonymity, the Mandated Reporter may do so unless it is reasonable to believe that a compelling threat to health or safety could exist. The Mandated Reporter can consult with the Title IX Coordinator on that assessment without revealing personally identifiable information.

Reporting to the College: We are deeply concerned when behavior that may constitute sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, comes to our attention. We strongly encourage you to file a report directly with the Title IX Coordinator. Reports also may be made to any member of the Title IX team or an official with authority. For more details about the Title IX team and officials with authority, visit sash.lafayette.edu.

- Reports can be made at any time online at sash.lafayette.edu or by using the universal reporting form at onepard.lafayette.edu.
- When the College receives a report, you will be contacted by the Title IX Coordinator to discuss resources and options. If you choose to meet with the Title IX 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 Title IX Coordinator can provide more information about these options. The College has an obligation to assist complainants in obtaining a Protection from Abuse (PFA) order from the courts. The Department of Public Safety is the office responsible for assisting you in obtaining a Protection from Abuse (PFA) order if appropriate. A PFA order is a written document, signed by a judge which prohibits an individual from making contact with a complainant.

Supportive Measures: Reasonable supportive 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 LAFAYETTE COLLEGE'S INVESTIGATION AND ADJUDICATION PROCEDURES

This document summarizes information contained in Lafayette's policies prohibiting sexual harassment, including sexual assault, dating violence, domestic violence and stalking. 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 multiple resolution options available when a formal complaint is submitted. Lafayette College will offer supportive measures, whether or not a formal complaint is filed.

Informal Resolution: Informal resolution may be pursued only with the written 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 complainant's access to the educational, extracurricular, and employment activities at the College and to eliminate a potential hostile environment. Informal resolution can include three different approaches:

- When the parties agree to resolve the matter through an alternate resolution mechanism [including mediation, restorative practices, etc.];
- When the Respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process; or
- When the Title IX Coordinator can resolve the matter informally by providing supportive measures to remedy the situation.

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 FULL policy and procedures for a complete explanation of procedures.

Report Made to College

A report is made to the Title IX Coordinator (“TIXC”) who will invite the complainant to meet.



Initial Meeting and Assessment

An informational meeting between the TIXC and the complainant intended to answer questions regarding resources, discuss available supportive measures, and institutional procedures.



Supportive Measures

Supportive measures such as counseling referrals, No Contact Orders, academic support or dean’s excuses, altering campus housing assignments, etc., will be offered, whether or not a formal complaint is submitted.



No Further Action

This determination will be based upon the wishes of the complainant and the TIXC’s initial assessment.

Formal Resolution

Involves a thorough and impartial investigation. Both parties receive notice of formal investigation. Formal Complaint must be submitted.

Informal Resolution

In certain instances, when both parties agree to informal resolution. May involve mediation or targeted educational programming. Formal Complaint must be submitted.



Investigation

An investigator(s) is appointed to interview parties, witnesses, and collect evidence.



Investigative Report

The investigator will produce a preliminary report, which the parties and their advisers have a chance to review. The investigator will then produce a final report, which will include all evidence collected, which the parties and their advisers have a chance to review, prior to a hearing.



Conduct Hearing

A hearing panel will determine by a preponderance of the evidence whether the College’s policies have been violated. If the panel determines there was a violation, the panel also will determine sanctions. Either party has the opportunity to appeal the results.

LAFAYETTE

♦
COLLEGE