

# **A Resource Guide** for Considering Your Options



LAFAYETTE

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# **Your Rights** and Options to Consider

Sex discrimination and sex-based 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 sex discrimination or sex-based harassment, the following information is provided to assist in making informed choices regarding next steps, including seeking assistance, medical care, or reporting the incident.

**FOR MORE INFORMATION  
AND COMPLETE COLLEGE POLICIES, VISIT**  
[sash.lafayette.edu/](https://sash.lafayette.edu/)

## CONFIDENTIAL RESOURCES\*

### COLLEGE CHAPLAIN

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

### DIRECTOR OF STUDENT ADVOCACY AND PREVENTION

**Karmen Brown**  
108 Feather House  
610-330-3331  
brownkm@lafayette.edu

### Bailey Health Center (See Medical Care)

### 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  
2132 S. 12th St., Suite 101  
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)

## 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 4-5 for explanation of confidential resources.)



## REPORTING TO THE COLLEGE

You may file a report of sex discrimination and sex-based harassment at any time by visiting [sash.lafayette.edu](https://sash.lafayette.edu) or [onepard.lafayette.edu](https://onepard.lafayette.edu)

### VICE PRESIDENT FOR INCLUSION, INTERIM DIRECTOR OF EDUCATIONAL EQUITY AND TITLE IX COORDINATOR:

**Ernest Jeffries**  
006A Markle Hall  
TitleIX@lafayette.edu  
610-330-5140

### DEPUTY TITLE IX COORDINATORS:

**Lisa Gabel**  
*Professor, William C. '67 and Pamela Rappolt Scholar in Neuroscience, and Chair, Program in Neuroscience*  
315 Oechsle Hall  
610-330-5296  
gabell@lafayette.edu

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

**Terrence Haynes**  
*Associate Director of Residence Life*  
132 Farinon Center  
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 request an advocate to accompany and support you through the exam.
- 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.

## Mandated Reporting and Confidential Employees:

Most college employees are considered mandated reporters, which means they must report all information disclosed to them to the Title IX Coordinator. The only exceptions are Confidential Employees and most student employees. Resident Advisers are the only student employees designated as Mandated Reporters. See page 6 for more information. Confidential resources do not have to disclose any information to the Title IX Coordinator. Privacy means that information related to a Complaint will be shared with a limited number of College employees who need to know the information in order to assist in providing supportive measures or evaluating, investigating, or resolving the Complaint.

## 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, medical professional, Director of Student Advocacy and Prevention or another local advocate, or clergy member on or off campus. Campus services available:

### STUDENTS:

- College Counseling Center: After-hours crisis support available: 610-330-5005
- College Chaplain: Rev. Alex Hendrickson: 610-330-5959
- Director of Student Advocacy and Prevention: Karmen Brown: 108 Feather House; 610-330-3331
- Bailey Health Center (first floor): 610-330-5001

**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/](http://hr.lafayette.edu/benefits/employee-assistance-program/) for more information.) Faculty and staff members also may contact Lafayette's Counseling Center for community referrals.

**Students and Employees may access confidential resources off campus at Crime Victims Council of the Lehigh Valley and Turning Point of Lehigh Valley.**



**Mandated Reporters:** A College employee who is obligated by Policy to share Knowledge, Notice, and/or reports of sex discrimination, sex-based harassment, retaliation, or Other Prohibited Conduct with the Director of Educational Equity. Mandated Reporters are expected to promptly share all known details, including personally identifiable information, with a member of the Title IX Team.

**Reporting to the College:** We are deeply concerned when behavior that may constitute sex discrimination and sex-based 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**. Please note that the Title IX Coordinator and members of the Title IX team are not confidential resources and may need to share information on a need to know basis. For more details about the Title IX team, visit [sash.lafayette.edu](http://sash.lafayette.edu).

- Reports can be made at any time online at [sash.lafayette.edu](http://sash.lafayette.edu) or by using the universal reporting form at [onepard.lafayette.edu](http://onepard.lafayette.edu).
- Anonymous Notice is accepted. Anonymous Notice may limit the College's ability to investigate, respond, and provide remedies, depending on what information is shared.
- 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 protection 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 protection orders from the courts, which may include a Protection from Abuse (PFA) or Sexual Violence Protection Order (SVPO). The Department of Public Safety is the office responsible for assisting you in obtaining a protection order if appropriate. A protection order is a written document, signed by a judge, which prohibits an individual from making contact with a complainant. The Director of Student Advocacy and Prevention, or a local advocate, may accompany a complainant in this process.

**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 sex discrimination and sex-based harassment, including sexual assault, dating violence, domestic violence and stalking for allegations that may be covered by Title IX. 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/](https://sash.lafayette.edu/get-informed/policies-laws/).

Lafayette College has multiple resolution options available when a complaint is submitted. Lafayette College will offer supportive measures, whether or not a complaint is filed.

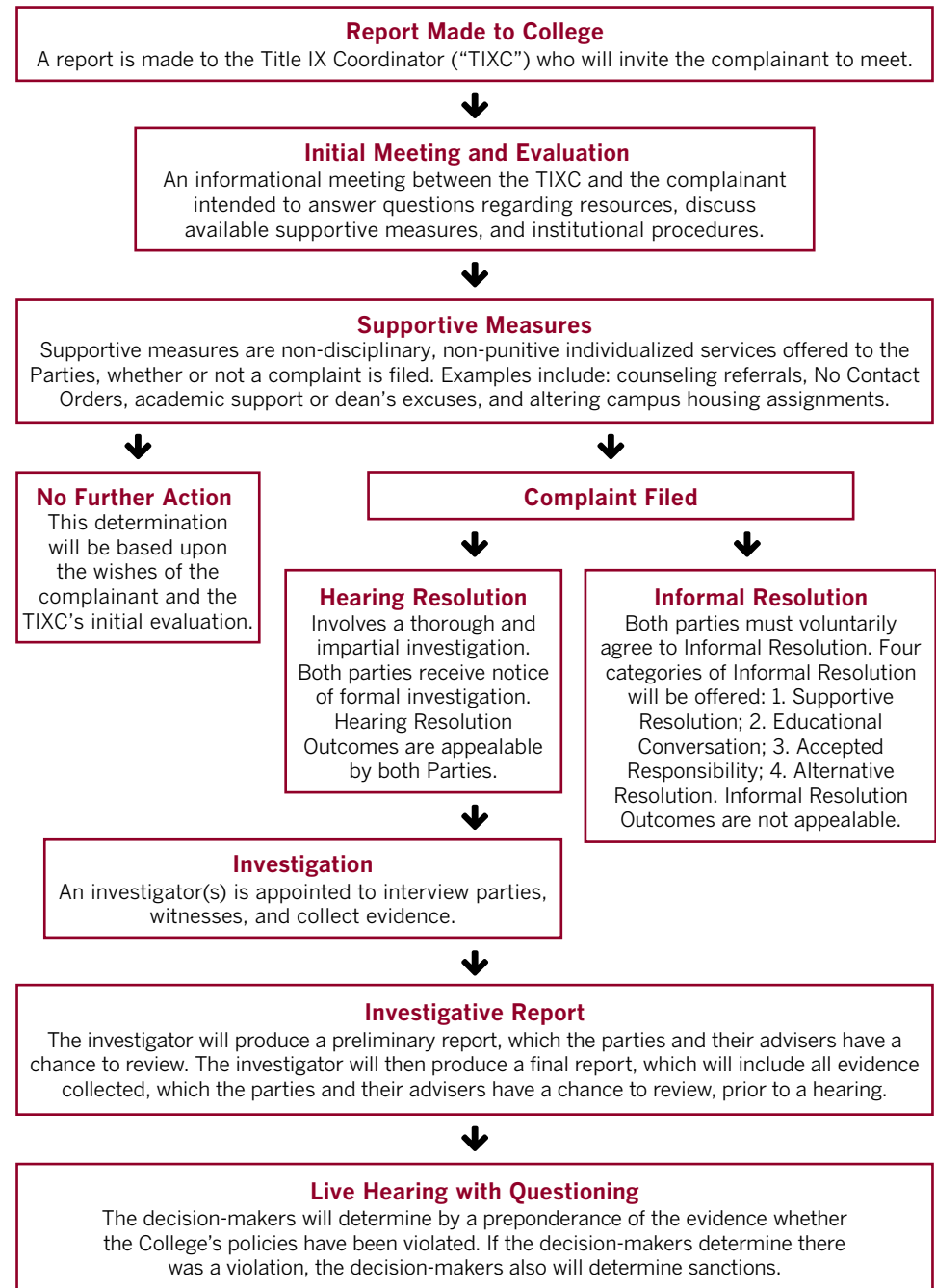
**Informal Resolution:** Informal resolution may be pursued only with the written consent of both involved parties. While informal resolution may vary on a case-by-case basis, the informal resolution process may include facilitated conversation, training, and education for individuals or groups, and/or 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 four different approaches:

- Supportive Resolution—supportive measures only approach
- Educational Conversation—non-disciplinary and non-punitive approach
- Accepted Responsibility—Director of Educational Equity implements the accepting finding that the Respondent violated the Policy and determines appropriate responses or sanctions
- Alternative Resolution—may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by the Director of Educational Equity or other appropriate College officials; and other forms of resolution that can be tailored to the needs of the Parties.

**Hearing Resolution:** Hearing 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 that may be covered by Title IX. Please consult the FULL policy and procedures for a complete explanation of procedures at [sash.lafayette.edu/wp-content/uploads/sites/38/2024/08/Lafayette-College-Title-IX-Policy-and-Procedure.pdf](https://sash.lafayette.edu/wp-content/uploads/sites/38/2024/08/Lafayette-College-Title-IX-Policy-and-Procedure.pdf)



Refer to the Policy and Procedure for Appeal of the Determination steps.

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