Confidentiality may be the thorniest issue confronting educational institutions as they attempt to comply with laws governing campus sexual violence response. Once an institution learns or has reason to know of an allegation of sexual violence, it has a legal duty to take some action. However, a school’s ability to respond is usually limited if the victim wants the incident to remain confidential. When this occurs, schools face a “confidentiality conflict,” caught between their duty to address allegations and the valid personal concerns of victims who want to avoid a criminal case or the school’s internal disciplinary process.

Educational institutions have important interests on both sides of this confidentiality conflict: They are justifiably concerned that failing to investigate sexual violence allegations could mean that a known perpetrator remains unpunished and victimizes others, yet taking actions against victims’ wishes may cause additional trauma and chill future reporting of sexual violence.

1. For these purposes, “confidentiality” means whether, and to what extent, a person who experiences sexual violence can speak to someone on campus about what happened without triggering an investigation or other formal action by the school. Although alleged perpetrators also have confidentiality concerns, this publication primarily focuses on the victim’s perspective because it currently poses the most serious problems for institutions.
While the confidentiality conflict is challenging, schools should establish separate and distinguishable options for:

- **Reporting** sexual violence so the school can take appropriate action
- **Disclosing** sexual violence to campus resources that offer strictly confidential help and support, without triggering the school’s legal duty to investigate and reach a formal resolution.

The availability of, and the practical differences between, the two options should be explained clearly in the school’s sexual violence policy, highlighted on its website, and emphasized in training of both employees and students.

This approach will help schools manage expectations, which can be more difficult than it appears. UE claims show that students frequently misunderstand the roles of school employees, particularly those who must report allegations of sexual violence. For example, in some claims students assumed that speaking to a licensed counselor—who was required to keep that conversation confidential—constituted a report on which the school had to take formal action, and in others they incorrectly believed speaking to the Title IX coordinator or a trusted faculty member was a private communication. Such misunderstandings can cause sexual violence victims to end up disillusioned and angry with how their schools handled their cases.

### An Overview of Federal Law and Guidance on Confidentiality

The laws that govern how schools handle confidentiality in the sexual violence arena include:

- **Title IX of the Education Amendments of 1972**, which prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX is enforced by the U.S. Department of Education (ED), primarily by its Office for Civil Rights (OCR). While Title IX itself says nothing about addressing sexual violence, OCR has issued a series of guidance documents describing its official enforcement policy.

- **The Clery Act**, which requires higher education institutions to disclose information about certain crimes that occur on or near campus and on the institution’s non-campus buildings or property. It was most recently amended by the Violence Against Women Reauthorization Act of 2013 (VAWA). Relevant provisions of VAWA are also commonly known as the Campus Sexual Violence Elimination (SaVE) Act.

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2. Title IX applies to both higher education institutions and K-12 schools that receive federal funding, although a school that is controlled by a religious organization is exempt from Title IX when the law’s requirements would conflict with the organization’s religious tenets.

3. The Clery Act applies only to higher education institutions that participate in federal financial aid programs.
• Individual **state laws** also affect confidentiality. They generally determine which individuals at a school may keep information confidential and dictate the circumstances, such as when a minor is sexually victimized, in which nobody may withhold as confidential information about a sexual assault.

**OCR Guidance**

Guidance from OCR, especially its April 2014 “Questions and Answers on Title IX and Sexual Violence” (Q&A), is the primary source of the federal government’s position on confidentiality, so schools should review it carefully. 5

Although a victim’s right to confidentiality is not absolute, OCR emphasized that a school can refuse a confidentiality request only in “limited” circumstances—when doing so is necessary to satisfy its broader Title IX obligation to protect the school community.

Under this framework, how should a school respond if it learns of possible sexual violence, but the victim asks that his or her identity not be revealed or asks the school not to take further action?

According to OCR:

• The school should first explain to the student that:
  ○ Honoring the request could limit its ability to respond fully to the report
  ○ Title IX prohibits retaliation against someone reporting sexual violence, and the school will take strong action to prevent retaliation and respond if retaliation does occur

• If the student still wants anonymity or wants the school to refrain from investigating, the school needs to decide if it can comply with the request while still satisfying its primary obligation to provide a safe and nondiscriminatory environment for all students:
  ○ The school’s Title IX coordinator is usually best positioned to review and make recommendations on these requests, since the coordinator should be aware of all complaints on campus and thus be able to identify allegations that raise concerns and require further action

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4. The Appendix that accompanies this publication contains excerpts from the websites of several institutions to demonstrate specific points in the publication, as guidance for other schools.

5. The sample reporting/confidentiality language produced by the White House Task Force closely tracks OCR’s views and mirrors language in the 2014 Q&A. VAWA’s amendments to the Clery Act and the final regulations issued by ED in October 2014 confirm that institutions must respond to campus sexual assault to the extent possible, without unnecessarily infringing on victims’ confidentiality interests.

(Continued on Page 4)
• In making its decision, the school should consider:
  ○ Any circumstances suggesting an increased risk of further acts of violence, sexual or otherwise, by the same perpetrator
  ○ Whether the perpetrator has any history of arrests or disciplinary action at other schools indicating a history of violence
  ○ Whether the perpetrator made threats of further violence, sexual or otherwise, against the victim or others
  ○ Whether the sexual violence was committed by multiple perpetrators
  ○ Whether the victim’s report suggests a pattern of perpetration, such as illicit use of drugs or alcohol, in a certain location or by a certain group
  ○ Whether a weapon was used
  ○ The victim’s age
  ○ Whether the school has other means to investigate, such as security personnel, cameras, or physical evidence

• If the school decides that it cannot honor the victim’s request for confidentiality—for example, because it has reason to believe the perpetrator has committed other assaults—the school should inform the victim of the decision before disclosing his or her identity, and take any interim measures necessary to protect the victim and other students

• If the school decides it can honor the request for confidentiality, it still has to make reasonable attempts to address the problem, including considering whether interim protective measures are appropriate. Although the school would almost certainly be unable to take disciplinary action against the perpetrator in these circumstances, it could:
  ○ Increase monitoring, supervision, and security at locations of concern
  ○ Provide training and education materials for students and employees
  ○ Revise and publicize school policies on sexual violence
  ○ Conduct climate surveys about sexual violence

• In addition, if behavior by a perpetrator has affected multiple victims, the school could put the perpetrator on notice of harassment allegations generally, and take certain actions—such as requiring counseling for the individual—without revealing the name of any complaining student

Recommendations:

Using nondisclosure agreements.
UE recommends that schools proceed with caution and consult counsel before asking parties to sign nondisclosure agreements. Indeed, the Clery Act and OCR guidance regarding Title IX prohibit higher education institutions from requiring parties to abide by such agreements related to the outcome of sexual violence proceedings.
VAWA (Campus SaVE Act)

VAWA (also known in relevant part as the Campus SaVE Act), which amended the Clery Act, recognizes that some victims of sexual violence prefer not to officially report incidents and requires higher education institutions to respect that choice. The law states that institutions must notify victims of covered crimes—sexual assault, dating violence, domestic violence and stalking—of all options for notifying campus or local law enforcement authorities, including their right to decline notification. The final VAWA regulations explain that this provision “does not conflict with an institution’s obligation to comply with mandatory reporting laws because [it] relates only to the victim’s right not to report, not to the possible legal obligation on the institution to report” after it learns about alleged sexual violence. Several other VAWA provisions are also relevant to victims’ confidentiality rights, as the law requires schools to:

- Give victims written information about available accommodations—for example, changing living or working situations—without regard to whether they choose to report the incident to campus or local police
- Explain how they protect victim confidentiality, including how they will maintain publicly available records (such as crime statistics required under the Clery Act) without including information that might identify victims.

Who Must Report Sexual Violence?

Title IX, as interpreted by OCR, and the Clery Act establish separate rules governing which employees must report incidents of sexual violence to their schools. While K-12 schools need to comply only with OCR’s guidance on responsible employees under Title IX, higher education institutions also must follow the rules applicable to campus security authorities (CSAs) under the Clery Act.

A thorough discussion of the respective reporting obligations of responsible employees and CSAs is beyond the scope of this publication. Their roles are addressed here to help institutions clarify which employees can or cannot keep reports of sexual violence confidential, and then incorporate the distinctions into their policies and training programs.

Responsible Employees

Title IX obligates schools to address incidents of sexual violence about which a “responsible employee” knew or should have known. OCR defines responsible employees as those who have the authority to take action to redress sexual violence, who have been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator or other appropriate school designee, or whom a student could reasonably believe have this authority or duty.

Anyone who qualifies as a responsible employee cannot keep student reports of sexual violence confidential and should never promise students otherwise. OCR also expects schools to instruct responsible employees to tell students that after an incident is reported to the school, the student can request that the school handle the matter confidentially and the school will consider that request. Also, responsible employees should give students information about campus resources where they can get confidential assistance.
Tricky Situations Involving Responsible Employees

Faculty. While faculty generally qualify as responsible employees, questions exist about their obligations regarding purported sexual violence that comes to their attention in certain circumstances. For example, an OCR staff attorney said in her response to a request for technical assistance that a faculty member who learns about an alleged sexual assault solely through a class writing assignment would not be required to report the assault to the institution. OCR likened this situation to those involved in “Take Back the Night” and similar public awareness campaigns, which the Q&A states would not lead a student to expect the disclosure to trigger reporting obligations. However, the OCR attorney stated that if a faculty member believes a particular writing assignment might result in such disclosures, he or she should inform students in advance that these accounts are not considered notice to the institution for purposes of Title IX. In addition, faculty members who receive writing assignments containing such disclosures should explain to students how to file a complaint and other information about their Title IX rights, but the faculty member still has no direct obligation to report.

Resident advisors. Whether students who serve as resident advisors (RAs) are responsible employees under Title IX depends on each school’s policies, especially on whether the RAs are expected to report other incidents that violate school policy (such as drug and alcohol violations) to the school. If so, according to OCR, then the RAs qualify as responsible employees.

UE recommends that schools specifically designate and treat their RAs as responsible employees. Because RAs are promoted and perceived as people to whom other students can go for help, they are among those on campus most likely to hear a student’s sexual violence disclosure. Schools should therefore give special emphasis during RA training to sensitively explaining their reporting obligations. This training could include role-playing exercises in which new RAs learn and practice handling these difficult situations with compassion. In addition, schools might use orientation to explain the duties of RAs as responsible employees. Finally, schools should also clarify the RA’s role in their policies. (For examples, see the online policies of the University of Southern California, Occidental College, and Hampshire College. (See Appendix, pp. 17, 20, and 25)

6. The OCR staff attorney who provided this response was with the Program Legal Group in Washington, D.C., and participated in drafting the Q&A. While the response is not official OCR policy, UE believes institutions can rely on it when educating faculty about their reporting obligations, at least until OCR further clarifies the issue. However, one OCR regional office declined to answer a similar question because there was disagreement within that office over whether the hypothetical involving a writing assignment was similar to a “Take Back the Night” event.
Campus Security Authorities (CSAs)

The Clery Act requires employees who qualify as CSAs to report to a designated school official all allegations of Clery crimes—including sexual assault, domestic violence, dating violence, and stalking—about which they learn, so institutions can include the information in annual statistics collected under the Clery Act. CSAs belong to four categories, three of which are straightforward: members of an institution’s campus police or security department; other individuals with campus security duties, such as employees who monitor campus facility entrances or provide “safe escorts”; and any individuals or organizations the institution specifies in its security policy as those to whom crimes should be reported.

The fourth category, however, is challenging because it leaves room for interpretation: CSAs also include any official of an institution—meaning a person who has the authority and duty to take action or respond to issues on the institution’s behalf—and who has significant responsibility for student and campus activities. CSA status is determined by job function, not title, and the definition is broad to help ensure that most crimes covered by the Clery Act are reported and counted. This definition of “official” includes:

- Employees who have responsibility for student housing and student disciplinary proceedings.
- Faculty who serve as advisers to student organizations. However, faculty without such adviser roles are not CSAs, nor are staff with no responsibility for students, such as administrative, clerical or cafeteria employees.

CSAs Who Are “Responsible Employees”

If a CSA is also a responsible employee, Title IX separately requires that person to share all relevant information about the incident—including the victim’s identity—with the Title IX coordinator. This makes it critical for higher education institutions to clarify for staff which are responsible employees, CSAs, or both, and explain the associated reporting obligations.

Who Can Keep Reports Confidential?

Title IX and the Clery Act both exempt professional or pastoral counselors from reporting any information about alleged sexual violence to the school without the victim’s consent—even if their job duties would otherwise qualify them as responsible employees or CSAs.

- Professional counselors include campus mental health counselors, social workers, psychologists, health center employees, or any other person with a professional license requiring confidentiality, or who is supervised by such a person, and who is acting within the scope of the license at the time.
- Pastoral counselors are individuals who are associated with a religious order or denomination, recognized by that order or denomination as providing confidential counseling, and functioning within the scope of that recognition when the disclosure is made.

The ability of employees on campus who may have dual roles to keep confidential sexual violence disclosures depends on the capacity in which they are acting when the disclosure is made. For example, an assistant dean of students who also happens to be a trained and licensed psychologist could not withhold a student’s report of a sexual assault unless he or she was acting at the time in a clinical counseling capacity—rather than in the role of dean—to a student who reveals an incident of sexual violence.
Additionally, OCR interprets Title IX as allowing schools to exempt from reporting information about sexual assault other campus employees who may assist sexual assault victims, such as “nonprofessional counselors or advocates,” including anyone who works or volunteers in an on-campus sexual assault center, victim advocacy office, women’s center, or health center, but lacks a professional license. However, schools should still require nonprofessional counselors and advocates—unlike professional and pastoral counselors—to collect and report certain information about an assault, such as date, time, and general location, so the school can examine the aggregate data for patterns or systemic problems.

OCR recommends that schools instruct all employees in this category to advise students about their right to file a Title IX complaint with the school and a criminal complaint with law enforcement, offer to assist them in doing so, and explain that Title IX and the school prohibit retaliation against someone who files a complaint.

**FERPA: Interaction with Title IX and VAWA**

Schools may wonder if efforts to comply with Title IX or VAWA run afoul of the Family Educational Rights and Privacy Act (FERPA), the federal law governing privacy of “education records.” FERPA applies in the context of Title IX enforcement, but ED (different parts of which enforce both laws) has not identified any direct conflicts between them. Furthermore, ED has made clear that if such a conflict arose, Title IX would take precedence over FERPA.

Title IX requires a school to notify the complainant of the outcome of its investigation into a complaint of sexual violence, including the school’s conclusion regarding whether the violence occurred, any remedies offered to the complainant, any sanctions imposed on the perpetrator that relate directly to the victim (such as requiring the perpetrator to avoid the victim for a specified period of time, commonly known as a “no contact order,” or moving the perpetrator to a different class or residence hall), and general steps the school takes to eliminate the hostile environment and prevent it from recurring. Under FERPA, if an internal process results in a finding that a student committed certain offenses of actual or threatened violence (including rape), the school is free to disclose to anyone (not only the complainant) the perpetrator’s name, the violations found, and any sanctions.

By contrast, FERPA would generally prevent a school from revealing to the complainant sanctioning information that does not relate directly to him or her, such as counseling or remedial training required for the perpetrator. In addition, under FERPA the names of other students involved in the proceeding (i.e., witnesses) could be disclosed only with their consent.

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7. OCR does not require schools to allow this additional exemption, but “strongly encourages” it.
The Clery Act, as amended by VAWA, specifically requires schools to notify both parties simultaneously and in writing of the result of an institutional disciplinary proceeding arising from an allegation of sexual assault, domestic violence, dating violence, or stalking. The result means “any initial, interim, and final decision” and “must include any sanctions imposed by the institution” and the rationale for the result and the sanctions. The final VAWA regulations state that institutions will not violate FERPA by complying with any of VAWA’s provisions.

**UE Recommendations**

UE recommends schools take the following actions to address their obligations to respond to sexual violence while respecting the confidentiality of victims whenever possible and appropriate.

**Policies and written materials**

- To improve clarity and ease of access, consolidate all policies and procedures related to sexual violence, including references to confidential resources, in one place on your institutional web site.
- Be deliberate and consistent in use of language. Define all key terms. This is particularly important if your school uses words that might appear synonymous but usually have different meanings, such as “confidential,” “privileged,” “anonymous,” and “private.”
- Clearly differentiate between formal reporting avenues and those individuals or offices on campus who can keep student accounts of sexual violence confidential. Students, for instance, might not understand that the school’s Title IX coordinator is not a confidential resource, so this should be stated clearly. For an example, see the description under “Title IX at Georgetown University” (See Appendix p. 29).
- Organize critical information—especially where to report sexual violence to the institution and where to access the resources offering confidential advice and support—in easily readable formats, such as charts or Q&As. For examples, see “Who Can I Talk to at Pomona?” (Pomona College) and “Q&A with the Title IX Coordinator” (Xavier University, Ohio) (See Appendix pp. 33 and 34 respectively).
- If your school offers an anonymous reporting option (a telephone hotline or online form), explain the option and how the institution will handle the information, including any limitations on its ability to act. For an example, see the description of “Anonymous Reporting” at Occidental College (See Appendix p. 24).
- Specify which resources available in the general community are confidential and which are not. For example, explain if a state law (such as California’s) requires medical providers to report sexual assaults to the police.
- Create short brochures or flyers that describe the separate reporting options and confidential resources, and make them available widely around campus. In addition, provide a copy of the material to any students who raise an issue of sexual violence.
- Have your Title IX coordinator periodically do short interviews or written Q&As for the campus newspaper or social media outlets to discuss confidentiality under your school’s sexual violence policies.
- Consider having faculty incorporate in their course syllabi information about their own reporting obligations and (preferably) identify separate confidential support resources. For examples, see “Help for Faculty: Sexual Assault Policy Statement for Syllabus” from the University of Hawaii Hilo and “Syllabi Language” from the University of Connecticut (See Appendix pp. 35 and 36 respectively).
• Explore collaborating with other local institutions to create a common website that identifies confidential and non-confidential sexual violence resources in the community and at the individual schools. For an example, see “U Ask” (www.uaskdc.org), created jointly by the organization Men Can Stop Rape and the District of Columbia Executive Office of the Mayor’s Office of Victim Services.

Following up with victims after granting requests for confidentiality

Assume that your school learns about an incident of alleged sexual violence, but the victim insists that he or she wants to remain anonymous or does not want the school to investigate. After weighing the factors highlighted by OCR, the school decides it can agree to the victim’s request. What further communications should the school have with the victim?

• Be sure to provide every alleged victim with information about available support services on campus and in the community, including confidential resources. If an individual seems to be avoiding personal contact, send the information by regular mail or email.

• Explain to victims who are unwilling or reluctant to go forward—even after being reassured that the school will not tolerate retaliation—that they are welcome to return if they change their minds about filing a report or pursuing disciplinary action. However, if your school has any statute of limitations for making such reports, be sure to explain it clearly, both verbally and in writing.

• Send victims documentation, by regular mail or email, confirming everything the school told them about their options. This is particularly important because the victim may be traumatized by the incident itself and even by the strain of discussing it with the school representatives. Documentation should include a statement confirming the school’s understanding that the victim chooses not to proceed at this time and stressing that the door remains open if the victim’s choice changes.

• Take care to live up to whatever commitments the school makes to victims in these circumstances. Many individuals, perhaps the majority, will not change their minds about filing an internal complaint, but some will. If and when this occurs, school officials should be responsive, treat them with consideration and respect, and act expeditiously to assist them with the process.

Employee training and education

• When training responsible employees on their duties, make sure they understand—and can explain to victims who approach them—that being required to report an incident to the Title IX coordinator does not mean the coordinator or the school would, or can, force a victim to participate in the internal process against his or her will.

• Include in training for responsible employees brief scenarios that give them a chance to rehearse appropriate responses to a student who starts to tell them about a sexual assault, including a sympathetic explanation of why the employee has to share the information.

• Provide a written list of confidential resources for responsible employees or CSAs to offer students or employees who approach them. Also consider giving them specific suggestions for what to say and what to avoid saying; for an example, see “First Steps” from the University of Southern California’s website (See Appendix p. 18).
• Train counselors, chaplains, and others who maintain confidentiality to clearly explain both their role and the reporting options victims have if they want the school to take formal action. Since victims are often traumatized or confused and may have difficulty remembering verbal information, create a brief written pamphlet that these individuals can provide.

• Be sure that each group of confidential resource employees understands the parameters of confidentiality, including any limitations, applicable to them. For example, if you have “nonprofessional” counselors or advocates and your school permits them to maintain partial confidentiality, make clear that while they are expected to report general information about a reported assault (location, date/time, etc.), they need not and should not disclose the victim’s identity. For an example, see the discussion of “Non-professional Counselors and Advocates” in the Hampshire College policy (See Appendix p. 27).

• Explain any independent reporting obligations that employees may have under your state’s law.

Student Training and Education

• For higher education institutions, look for ways to begin introducing your school’s sexual violence reporting options and confidential resources to incoming students even before they arrive on campus. For example, a summary could be included with information about housing assignments.

• Educate parents of incoming students by including information about the school’s sexual violence procedures in selected communications before their children enroll. Include a link to your website for further details, and consider setting up a dedicated phone number or email address for parents who have further questions. Strongly encourage parents to discuss the school’s sexual violence policy, including confidentiality, with their students.

• Do not confine training of first-year students to orientation at the beginning of the academic year. Many students will not retain much of what they hear in a single session crowded with information. Shorter, repeated messages delivered on a regular basis throughout the year are likely to be more effective.

• Similarly, do not limit your education efforts to first-year students. Given general patterns seen in campus sexual violence studies, sophomores, at least, also need training. Most upper-class students can benefit from training as well.

• As with employee training, schools should explain to students that regardless of employees’ reporting obligations or the school’s duty to address sexual violence, the school will never try to force a victim to participate in the school’s internal process—he or she is always free to decline.

Conclusion

Confidentiality considerations are among the most complex issues higher education and K-12 institutions must deal with when addressing incidents of sexual violence. To successfully navigate the confidentiality conflict, schools should focus on requirements under applicable federal and state laws and make a clear distinction in their institutional policies and training programs on the two major options—official reporting and confidential disclosure—for sexual violence victims.
Acknowledgments

Written by Hillary Pettegrew, JD, senior risk management counsel

United Educators wishes to thank Scott Warner, a partner with Franczek Radelet P. C., and Jenna Recupero, assistant director of the Office of Student Conduct, Rights & Responsibilities at the University of San Francisco, for reviewing a draft of this publication.
This appendix contains excerpts from the websites of the named institutions and was current as of early 2015. Most of the samples demonstrate how various schools differentiate between reporting and confidential options for victims of sexual violence; several explain directly to employees their reporting obligations (for example, see *Your Reporting Obligations* in the University of Southern California policy on p. 19).
Privacy of Information

WSU treats all information shared about a reported incident of alleged sexual harassment, including information shared during an information and discipline process, as private. The Office of Student Standards & Accountability (OSSA) takes student privacy seriously. This means that OSSA only shares information gathered through the investigation and discipline process on a need-to-know basis. As part of the process, OSSA may provide limited information to the respondent so they may respond to the allegations, and individuals who participate in the conduct process may be permitted to review the conduct file in preparation for disciplinary proceedings. Additionally, individuals may obtain records through public records requests; however identifying student information will be redacted. Those who participate in an investigation and/or the discipline process should respect the privacy of student information, and any information shared throughout the process.
Confidentiality and Confidential Resources

Confidentiality

Whether or not confidentiality is specifically requested, the University will in receiving and resolving complaints of discrimination, harassment, sexual misconduct, relationship violence, and stalking strive to protect, to the greatest extent possible, the confidentiality of persons reporting or accused of discrimination, harassment, sexual misconduct, relationship violence or stalking and related information, by being as [discreet] as possible in its investigations; and minimizing, to the extent practicable, the number of individuals involved in the resolution process. All members of the University community who are involved in a matter relating to a complaint are expected to maintain the confidentiality of information obtained through and pursuant to the complaint and related investigation and resolution in a manner consistent with the foregoing.

If a complainant discloses an incident to a responsible employee but wishes to maintain confidentiality or remain anonymous, or requests that no investigation into a particular incident be conducted or disciplinary action be taken, the University must weigh that request against the University's legal obligation to provide a safe, non-discriminatory environment for all members of the University community, including the complainant, along with its other legal obligations, including but not limited to compliance with any court orders, governmental investigations and proceedings, and litigation requests related to the complaint (e.g., responding to a subpoena to produce information or documentation for a criminal or civil proceeding related to the same incident reported to the University). These legal obligations extend to complaints received anonymously (i.e., the individual does not disclose his or her identity). The University therefore cannot guarantee confidentiality where it would conflict with its legal obligations and there may be times when the University needs to take action, such as investigating a complaint or action to deter further discrimination or harassment, even in cases in which a complainant has requested confidentiality.

The Assistant Vice Provost, Title IX Coordinator is responsible for evaluating requests for confidentiality. If it is determined that the University cannot maintain a complainant's confidentiality, the Assistant Vice Provost, Title IX Coordinator will inform the complainant prior to starting an investigation. A complainant requesting confidentiality must understand that the University's ability to respond to the complaint, meaningfully investigate the incident, and pursue disciplinary action against the respondent may be limited. The University will however take all reasonable steps to investigate and respond to the complaint consistent with any such requests that have been honored.
Individuals should be aware that pursuant to the University’s Timely Warning Policy, the Vice President of Johns Hopkins Corporate Security or a designee (“Corporate Security”) will timely warn the affected campus community of crimes that are reportable under federal law and represent a serious or continuing threat to the community. Even when a timely warning is not required under the Timely Warning Policy, Corporate Security may at any time elect to issue a timely warning or otherwise advise the affected campus community of any incident where doing so is in the best interest of campus security. The timely warning or security notification may include, but will not necessarily be limited to, a succinct statement of the incident, including the date, time, location and nature of the crime, a physical description of the suspect(s), a photo or composite drawing of the suspect(s), and additional relevant information about the crime(s). The timely warnings or security notifications will normally be disseminated via email to the University-supplied electronic mail account issued to the appropriate group of students and employees. Depending on the circumstances, Corporate Security could also utilize one or more of the following modes of communication to transmit the warning: Corporate Security and other JHU websites, security alerts, security information bulletins, security blotters, sirens or public address systems, and bull horns. Additionally, the University reports crimes as required by federal law in its Campus Crime Blotter and Annual Security Report, available online on the Campus Safety and Security website [link omitted]. To the extent permissible by law, personally identifiable information about complainants will not be included in any timely warning or security notification, or in any publicly available record-keeping, including the reporting and disclosure of crime statistics in the Annual Security Report.

Confidential Resources

If a student, trainee, faculty or staff member desires to keep the details of an incident of discrimination, harassment, sexual misconduct, relationship violence or stalking confidential, he or she should speak with individuals who have a legal obligation to keep communications confidential. When seeking advice and support, persons who are concerned about confidentiality should discuss their concerns about confidentiality with the person with whom they are speaking. Unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law, confidentiality applies when persons seek services from the list of confidential resources in Appendix C [link omitted].

Student health centers operated by the University have a professional practice of maintaining confidentiality with respect to patient communications; however, under Maryland law medical providers are not afforded the same legal protections with respect to privileged communications as the counseling and religious resources listed in Appendix C [link omitted]. Individuals should be aware that information shared with student health centers and the counseling and religious resources listed in Appendix C [link omitted] does not constitute a report or complaint filed with the University, i.e., for the purpose of instituting an investigation or disciplinary proceedings.
About confidentiality

The Center for Women and Men, Engemann Student Health Center, and Student Counseling Services (available through the Engemann Student Health Center) offer confidential counseling services. There are, however, some exceptions: If you report sexual abuse of a minor (at the time of the incident), or if you have a physical wound or injury due to rape or sexual assault, certain state laws require that disclosures be made to law enforcement, or, in the case of child sexual abuse, to the Department of Children and Family Services Child Protection Hotline.

Other campus personnel have different obligations, and are not fully confidential, although every effort will be made to keep the matter as confidential as possible.

If you inform someone who is a Campus Security Authority (CSA) of a sexual assault, that CSA is required to notify DPS and also the University’s Title IX Coordinator. When a Campus Security Authority receives information about a sexual assault or other crime that falls under the purview of the Clery Act, he or she will document that report by completing and submitting the Campus Security Authority Incident Report Form to DPS. The form does not require disclosure of the name of the sexual assault victim, nor the name of the person responsible for committing the sexual assault. Instead, this form is intended for anonymous reporting of a sexual assault in situations where the victim is not ready to file a crime report with DPS or law enforcement, and the information is used for statistical purposes. Additional information about CSAs and the university’s obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act) can be found at [link omitted]. The information contained on the Campus Security Authority Incident Report Form will also be shared with LAPD.

If you are working with one of the confidential offices, such as the Center for Women and Men, but nonetheless wish to have your information forwarded to DPS for inclusion with the university’s Clery Act obligations, you have several options; (1) You may choose to call [name], the university’s Title IX coordinator at [number]. The Title IX Coordinator is a CSA, and will then fill out the Campus Security Authority Incident Report Form and send that form to DPS, or (2) you may ask that your counselor or healthcare provider put you in touch with [name] or another appropriate CSA who will speak with you while you are with the healthcare provider.
For Resident Advisors (RAs), staff, and faculty:
How to help a student or employee who has been sexually assaulted

First Steps

• Someone who has been sexually assaulted or raped may not use those words to describe what has happened.
• Listen what the individual tells you. Sometimes assault victims need to talk about the attack, but others may be overwhelmed by any questions. Don’t interrogate her or him.
• Don’t blame the individual for her or his decisions.
• Be sensitive. Understand that she or he is in distress, and will be dealing with a wide array of strong, and sometimes overwhelming, feelings.
• If you are an RA, tell the student that you must forward information about the sexual assault or rape to the RC, who must then inform the Area Director. All parties will keep the information as confidential as possible, but certain information must be shared so that the student can receive the help and support she or he needs.
• If you are faculty or staff, contact the university’s Title IX Coordinator to report the information. The Title IX Coordinator will reach out to the student or employee to explain his or her rights, and to review reporting options. Assure the individual that, while certain information must be shared, the university will keep the information as confidential as possible.
• The student or employee is not required to file a report with DPS, local law enforcement, or to pursue disciplinary action against the other party. The fact that information about the sexual assault or rape has been forwarded to the Title IX Coordinator does not mean that the individual will be required to move forward and file a criminal complaint or internal investigation with SJACS or the Office of Equity and Diversity.
• For students: Offer to walk the student over to the Center for Women & Men [link omitted]. If that is not possible, ask the student if you may call the Center for Women & Men while the student is with you, in order to help facilitate a connection between the student and CWM. Explain the benefits of working with the Center for Women & Men such as gaining emotional support and learning about advocacy that its staff may be able to offer on the student’s behalf.
• For employees: Offer to walk the student over to the Center for Work and Family Life. If that is not possible, ask the employee if you may call the Center for Work and Family Life while the employee is with you, in order to help facilitate a connection between the student and CWFL, number.
Your Reporting Obligations

If you are a Campus Security Authority,(CSA) you must fill out the proper Campus Incident Report Form and submit it to Department of Public Safety (DPS) within five days. The form is available on the DPS website [link omitted], and a link to it also appears on the Center for Women & Men's website [link omitted]. The form gathers only statistical information, not information that identifies the student. Please note that RAs, RCs and ADs are all Campus Security Authorities. Information on Campus Security Authorities is found here [link omitted].

All staff or faculty who become aware of a sexual assault should report all known information to the university’s Title IX Coordinator, name, at number, or email. This disclosure will be kept as confidential as possible. Disclosing this information does not mean that the student or employee about whom the report is made will be required to make any disclosures to DPS, LAPD, or to participate in any university investigation. Instead, this disclosure to the Title IX Coordinator ensures that information regarding resources, reporting options, and student and employee rights is provided. Please note that certain specific individuals are exempt from this obligation: licensed physician and clinical staff in the Engemann Student Health Center, licensed therapists or social workers at the Center for Women and Men or the Center for Work and Family Life, and clergy, are exempt from this reporting obligation.

If you become aware that a person who is under age 18 was sexually assaulted, this may be considered a form of child abuse. It is imperative that you inform either local law enforcement or Department of Children and Family Services Child Protection Hotline at number. For more information, please consult the university’s policy on Protecting Minors, at [link omitted].

SOURCE KEY: Name Number Email
Resources

The College is committed to treating all members of the community with dignity, care and respect. Any individual who experiences or is affected by sexual harassment, sexual violence, stalking or intimate partner violence, whether as a Complainant, a Respondent, or a third party, will have equal access to support and counseling services through the College. Interim remedies are also available to all parties (see Section IX).

The College recognizes that deciding whether or not to make a report, either to the College or law enforcement, and choosing how to proceed can be difficult decisions. Making a report means telling someone in authority what happened, in person, by telephone, in writing or by email. All individuals are encouraged to seek the support of campus and community resources. These trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under this policy is pursued. Individuals are encouraged to use all available resources on and off campus, regardless of when or where the incident occurred.

There are many resources available on campus and in the surrounding community. As detailed below, there are Confidential Resources which by law cannot share information without the consent of the individual seeking assistance. There are also a variety of College resources that will be discreet and private, but are not considered confidential. These resources will maintain the privacy of an individual’s information within the limited circle of those involved in the resolution of a complaint under this policy. For more information about the difference between privacy and confidentiality, see Section IV.

Confidential Resources

The College encourages all community members to make a prompt report of any incident of sexual harassment, sexual violence, stalking or intimate partner violence to local law enforcement and the College. For individuals who are not prepared to make a report, or who may be unsure what happened, but are still seeking information and support, there are several legally-protected confidential resources available as designated below. These confidential resources will not share information with the College or anyone else without the individual’s permission.
On Campus Confidential Resources:

• Sexual Assault Survivor Advocate and Project SAFE [link omitted] Coordinator

   Name

   Accessible 24 hours a day to provide highly confidential crisis support and resource options to students who experience sexual assault of any kind. Support includes, but is not limited to advising, case management and accompanying survivors to rape treatment centers or medical services. As the Project SAFE Coordinator, conducts comprehensive outreach and educational programming.

   Number
   Email

• Oxy Assault & Advocacy Response Team (OAART)

   Provides a comprehensive support system to sexual assault survivors that includes advocacy, counseling, and medical services, as well as information about and linkage to forensic exams, legal support, and housing and academic accommodations. Team members include Name (Survivor Advocate), Name (Emmons psychologist), Name (Emmons nurse practitioner)

• Emmons Student Wellness Center [link omitted]

   Provides confidential psychological counseling services. As detailed below, Emmons also provides medical treatment, but under California law medical providers are required to notify law enforcement when they receive a report of sexual assault.

   Name

• Office for Religious & Spiritual Life [link omitted]

   Provides spiritual guidance and in the context of ordained clergy, confidential support.

   Number
• **Employee Assistance Program**

  Provides confidential telephone consultation or face-to-face meeting with a master’s level consultant; also provides educational materials through an online library of downloadable materials and interactive tools.

  - **Number, English**
  - **Number, Spanish**

  [link omitted] (User ID and password: [xxx])

**Off Campus Confidential Resources:**

• **LA Rape and Battering Hotline**

  Peace Over Violence
  A confidential 24-hour crisis line.

  - **Number**

• **Peace Over Violence [link omitted]**

  Provides comprehensive, free treatment for sexual assault survivors, including 24-hour emergency medical care and forensic services, counseling and psychotherapy, advocacy, and accompaniment services.

  - **Number**

• **Rape, Abuse and Incest National Network (RAINN) [link omitted]**

  A confidential, anonymous national sexual assault hotline.

  - 1-(800) 656-4673

• **Santa Monica Rape Treatment Center [link omitted]**

  24-hour emergency medical care and forensic services

  - **Number**

• **San Gabriel Valley Medical Center [link omitted]**

  438 West Las Tunas Dr
  San Gabriel, CA 91776

  - **Number**
Reporting

Campus Reporting Options
The College encourages all individuals to report misconduct to any College employee the Complainant trusts and feels comfortable with. In general, most College employees do not have legally protected confidentiality. Under Title IX, a College is required to take immediate and corrective action if a “responsible employee” knew or, in the exercise of reasonable care, should have known about sexual or gender-based harassment that creates a hostile environment. A “responsible employee” includes any employee who:

- Has the authority to take action to redress the harassment;
- Has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees; or
- A student could reasonably believe has the authority or responsibility to take action.

Using this lens, employees with supervisory and leadership responsibilities on campus are considered “responsible employees.” This may include, for example, faculty, coaches, administrators, Resident Advisors and other student employees with a responsibility for student welfare, including Project SAFE program assistants.

The College requires that all “responsible employees” share a report of misconduct with the Title IX Coordinator or a member of the Title IX team. The Title IX team, under the guidance of the Title IX Coordinator, will conduct an initial assessment of the conduct, the Complainant’s expressed preferences, if any, as to course of action, and the necessity for any interim remedies or accommodations to protect the safety of the Complainant or the community.

All Occidental community members, even those who are not obligated to do so by this policy, are strongly encouraged to report information regarding any incident of sexual harassment, sexual violence, stalking or intimate partner violence directly to the Title IX Coordinator or a member of the Title IX team. The College cannot take appropriate action unless an incident is reported to the College.

Members of the interdepartmental Title IX team include the Title IX Coordinator, Title IX Deputy Coordinators, and the Chief of Campus Safety. In addition, based on the role of the Complainant and the Respondent, the members of the team could include the Vice President for Academic Affairs and Dean of the College and a representative from the Dean of Students Office and/or Human Resources.
Campus Reporting Options:

• **Title IX Coordinator** [link omitted] Name
  Available on weekdays during regular office hours to coordinate a fair and equitable response to reports of sexual misconduct. Email; Number

• **Deputy Title IX Coordinator** Name (HR)
  Director of Human Resources
  Available on weekdays during regular office hours. Email; Number

• **Deputy Title IX Coordinator** Name (Athletics)
  Available on weekdays during regular office hours. Email; Number

• **Campus Safety** [link omitted]
  Available as a first option to report an incident of sexual violence or intimate partner violence. Also provides an escort service on campus to any student and can reach the Dean on Duty at any time. Available 24 hours a day, 7 days a week. Number (emergency line), or dial 5 from any campus phone.

• **Dean of Students Office/Dean on Duty** [link omitted]
  Can provide reasonable accommodations for housing, academic flexibility and stay-away letters. Available on weekdays during regular office hours. Access to Dean on Duty 24 hours a day by calling Campus Safety at Number. Dean of Students Office Number

Anonymous Reporting

Any individual may make an anonymous report concerning an act of sexual harassment, sexual violence, stalking or intimate partner violence. An individual may report the incident without disclosing his/her name, identifying the Respondent or requesting any action. Depending on the extent of information available about the incident or the individuals involved, however, the College’s ability to respond to an anonymous report may be limited. The Anonymous Reporting Form can be found here [link omitted].

The Title IX Coordinator will receive the anonymous report and will determine any appropriate steps, including individual or community remedies as appropriate, and in consultation with the Director of Campus Safety, compliance with all Clery Act obligations.
Reporting & Confidential Disclosure
Reporting and Confidentiality Disclosing Sexual Violence

Know the Options

The College encourages survivors of sexual violence to talk to somebody about what happened—so victims can get the support they need, and so the College can respond appropriately. Different employees on campus have different abilities to maintain a victim’s confidentiality.

- Some employees are required to maintain near complete confidentiality; talking to them is sometimes called a “privileged communication.”
- Other employees may talk to a survivor in confidence, and generally only report to the College that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not initiate a College investigation into an incident against the survivor’s wishes.
- Some employees are required to report all the details of an incident (including the identities of both the survivor and alleged perpetrator) to the Title IX coordinator. A report to these employees (called “responsible employees”) constitutes a report to the College—and generally obligates the College to investigate the incident and take appropriate steps to address the situation.

This policy is intended to raise awareness to our students of the various reporting and confidential disclosure options available—so they can make informed choices about where to turn should they become a victim of sexual violence. The College encourages survivors to talk to someone identified in one or more of these groups.
Privileged & Confidential Communications
Professional and Pastoral Counselors

Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the school community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX coordinator without a survivor’s permission.

Contact Information:

- Hampshire Health & Counseling Services, for counseling appointments – ☑️ Number
- Center for Women and Community at UMass, multiple options for counseling available for all genders, 24/7 crisis hotline – ☑️ Number or [link omitted]
- Spiritual Life, (professional staff) for spiritually-based counseling and support – ☑️ Number

Responsible Reporters

Hampshire College has decided to adopt a policy that defines all faculty, full time supervisory staff and resident advisors as responsible reporters. This definition is necessary because both students and employees need to know to whom they can report a crime, discriminatory act or sexual misconduct such that their report will be brought to the attention of appropriate administrators for investigation and response. While all employees are expected to report any crime, discriminatory act or sexual misconduct to their supervisors, whether witnessed or reported, no employee or student should rely on giving a report to any person other than a responsible reporter for further investigation or response.

Faculty members are defined as all full-time and part-time assistant, associate and professors; visiting, adjuncts, staff-faculty associates, Graduate Teaching Assistants, Five-College Fellows; Post-Docs; Alumni Fellows and any other position or rank that has or may be developed such that the individual has primary or significant responsibility for teaching undergraduate students.

Supervisory Staff members are defined as all full-time employees including senior administrators, deans (including associate or assistant deans), directors and managers (including associate and assistant directors and managers); all campus police officers; and/or other full time employees who have any supervisory responsibilities.

Additionally, all contracted service partners, including without limitation Bon Appétit, Follett, Document Services and Printing/CBS, with respect to incidents or activities occurring or connected in any way with Hampshire College or its campus or programs.

The resident advisors (RA’s) are an essential part of Residence Life at Hampshire College. Resident advisors live among and provide support to the students in residence halls and mods. Resident advisors communicate campus and community expectations, address resident student behaviors that are not in compliance with Hampshire’s community norms, facilitate meetings within halls and mods, and plan and host community-building events. It is required for resident advisors to share reports that are made to them by resident students in their housing area.
Before a survivor reveals any information to a responsible employee, the employee should ensure that the survivor understands the employee’s reporting obligations – and, if the survivor wants to maintain confidentiality, direct the survivor to confidential resources.

If the survivor wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the survivor that the College will consider the request, but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the survivor’s request for confidentiality.

Responsible employees will not pressure a survivor to request confidentiality, but will honor and support the survivor’s wishes, including for the College to fully investigate an incident. By the same token, responsible employees will not pressure a survivor to make a full report if the survivor is not ready to.

**Reporting to “Responsible Employees”**

A “responsible employee” is a College employee who has the authority to redress sexual violence, who has the duty to report incidents of sexual violence or other student misconduct, or whom a student could reasonably believe has this authority or duty.

When a survivor tells a responsible employee about an incident of sexual violence, the survivor has the right to expect the College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A responsible employee must report to the Title IX coordinator or deputy coordinators all relevant details about the alleged sexual violence shared by the survivor and that the College will need to determine what happened—including the names of the survivor and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the College’s response to the report. A responsible employee should not share information with law enforcement without the survivor’s consent or unless the survivor has also reported the incident to law enforcement.

**Non-professional Counselors and Advocates**

Individuals who work campus have been identified to a survivor without revealing any personally identifying information about an incident to the College. A survivor can seek assistance and support from these individuals without initiating a College investigation that could reveal the survivor’s identity or that the survivor has disclosed the incident.
While maintaining a survivor’s confidentiality, these individuals or their office(s) should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report—which includes no information that would directly or indirectly identify the survivor—helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the survivor to ensure that no personally identifying details are shared with the Title IX Coordinator.

**Contact Information:**

- **Name, Director of Wellness Promotion** – Enfield House
- **Name, Director for Queer/Women Services** – Center for Feminism
- **Peer Chaplains** – [link omitted]

A survivor who speaks to a professional or non-professional counselor or advocate must understand that, if the survivor wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator. A survivor who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the survivor with assistance if the survivor wishes to do so.

Even so, these counselors and advocates will still assist the survivor in receiving other necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working or course schedules.

**NOTE:**

While these professional and non-professional counselors and advocates may maintain a survivor’s confidentiality vis-à-vis the College, they may have reporting or other obligations under state law.

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1. [link omitted] Massachusetts law requires mandated reporters to immediately make an oral report to the Department of Children and Families when, in their professional capacity, they have reason to believe that a child under the age of 18 years is suffering from abuse and/or neglect.
Title IX at Georgetown University

Title IX of the Education Amendments of 1972 (“Title IX”) prohibits discrimination based on sex in any educational programs, which includes sexual harassment or any acts of sexual misconduct. Title IX requires the University, upon becoming aware of any incident of sexual harassment and misconduct to respond appropriately to protect and maintain the safety of the University community, including students, faculty and staff.

To achieve this, the University has appointed a Title IX Coordinator and Deputy Title IX Coordinators, listed below. The Title IX Coordinator and Deputy Title IX Coordinators help provide a safe educational and work environment to students and employees as they provide information about available on-and off-campus resources, explain the University’s formal complaint process, help individuals navigate through the University’s systems, and monitor the University's climate with respect to sexual misconduct.

Please note that the Title IX Coordinator and Deputy Title IX Coordinators are not confidential resources. Students and employees who wish to keep the information confidential should contact the University’s [link to contact information for confidential counselors omitted].

Confidentiality

If you speak with a [link to contact information for confidential counselors omitted], the information you disclose will remain confidential.

If you disclose to another University employee, they are required to report this information to a Title IX Coordinator for investigation.

Title IX requires the University to balance the needs of the individual reporting an incident who may request confidentiality with its obligation to end the harassment and consider the well being of the community at large. Depending on the facts of the alleged incident, further action may be necessary, such as a campus security alert. The alert, however, would never contain any information identifying the individual who brought the complaint. If the misconduct is reported to the Title IX Coordinator, the University must respond appropriately.
If you are concerned about confidentiality, discuss this issue first with the University’s [link to contact information for confidential counselors omitted], who will be able to explain various options you may take and the implications for each option and direct you to other on-or off-campus resources as appropriate.

Throughout the course of an investigation, information will be disclosed only to select officials who have an essential need to know in order to carry out their university responsibilities. Dissemination of information and/or written materials to persons not involved in the complaint procedure is not permitted.

**Will my parents be told?**

In the event of major medical, disciplinary, or academic jeopardy, students are strongly encouraged to inform their parents. University officials will directly inform parents when requested to do so by a student. While the University takes seriously a survivor’s request for confidentiality, in certain instances where a health or safety emergency exist, or if the University determines such communication is otherwise deemed appropriate, parents may be contacted.

**Who Can Help?**

Professional counselors offer crisis intervention and counseling services, including assistance in accessing medical care, student and/or criminal judicial systems, safety planning, academic assistance, support groups, and housing relocation. All services are confidential and most are free of charge.

**University Resources | Students**

*Director of Health Education Services for Sexual Assault Response and Prevention*

- **Name**, M.A., LPC *(Main and Medical Campus Students)*
  Poulton Hall, Suite 101
  1437 37th St. N.W.
  Number; Email

*Staff Clinician, Sexual Assault Specialist*

- **Name**, MSW, LGSW *(Main and Medical Campus Students)*
  Poulton Hall, Suite 101
  1437 37th St. N.W.
  Number; Email
Sexual Assault and Relationship Violence Liaison (SARVL)

Name, M.S. (Law Students)
Georgetown University Law Center
McDonough Hall 210, 600 New Jersey Avenue
Number; Email

Counseling and Psychiatric Service (CAPS)

Main Campus:
Ground Floor, East side of Darnall Hall

Law Center:
Gewirz Center, Room L-102-G
Number
After hours, call Number and ask for the on-call CAPS clinician

Name, Trauma Specialist, CAPS (Main Campus)
Number; Email

Name, Staff Psychologist, CAPS (Law Center)
Number; Email

Dr. Name, Staff Psychologist, CAPS (Law Center)
Number; Email

University Resources | Faculty and Staff

Faculty and Staff Assistance Program (FSAP)

Department of Human Resources, Georgetown University
1300-A 36th Street N.W.
Washington, DC 20007
Number; Email
D.C. Sexual Assault Nurse Examiner Program

[link omitted]

MedStar Washington Hospital Center
110 Irving St, Washington, D.C.
Call 24/7 to get a free Uber cab to MedStar Washington Hospital Center: ☎️ Number

U Ask DC

[link omitted]
This smartphone app lists all of the relevant information and resources for universities in Washington, D.C., including Georgetown University.

Rape, Abuse, and Incest National Network (RAINN)

[link omitted]

كلف 1-800-656-HOPE (24/7 hotline)
RAINN’s on-line hotline provides live, secure, anonymous crisis support for victims of sexual assault and their families.

DC Rape Crisis Center

[link omitted]

كلف Number (24/7 hotline)
DC Rape Crisis Center offers services that help survivors and their families heal from the aftermath of sexual violence including crisis intervention, counseling and advocacy.
1. Who Can I Talk to at Pomona?

Confidential Support
Acts of sexual violence or harassment may be shared with confidential resources. These college officials, by law, must maintain complete confidentiality and may not disclose the details of an incident.

On-Campus

- Monsour Counseling and Psychological Services [link omitted]
  - Name, Number

- Members of the clergy including the McAlister Center chaplains [link omitted]
  - Name, Number

- Project Sister Family Services (PSFS) [link omitted]
  1030 Dartmouth Avenue
  Visit on Tuesdays during walk-in hours, 4 to 6 p.m. or by appointment
  - Name, Number

- Pomona College Ombudsperson [link omitted]
  - Name, Number

Off-Campus

- House of Ruth [link omitted]
  - Name, Number

- Project Sister Sexual Assault 24/7 Crisis Hotline
  - Name, Number

- National Sexual Assault Hotline
  800-656-4673

- Peer Student Support
  Student Advocates
  - Name, Number

Reporting
Students may also seek support from other College officials, including RAs, sponsors, student health services personnel, deans and coaches. Please note, the on-call dean and many of the other College contacts are required to report incidents to the Title IX coordinator, who will initiate the investigative process.

- On-call dean and campus safety
  24-hour reporting and support
  - Name, Number

- Title IX Coordinator
  - Name, Number
Excerpt from “Q&A with the Title IX coordinator”:

At what point in the process of reporting sexual assault can a survivor talk to someone completely confidentially, i.e. without being recorded and without the possibility of being subpoenaed?

First, a student can speak with an Advocate from the Advocate Program about a sexual assault before she or he decides to officially report. A student does not have to make any kind of report to receive Advocate Program services. The Advocate will keep the student’s information confidential within the Advocate Program with very few exceptions which will be discussed with the student at the outset. These exceptions include 1) a legal requirement to report individuals who are at risk to seriously harm themselves or others and 2) the very rare circumstance in which, in order to ensure the student’s safety and/or the safety of the broader Xavier community, information about the incident may need to be shared with a small group of appropriate Xavier representatives. In those rare cases, all reasonable steps will be taken to keep the student’s name confidential (if the student prefers) and to limit what is shared to only what is necessary about the incident, such as the name of the alleged respondent and the location.

Under Ohio law, if a student talks about a sexual assault with a member of clergy, a professional counselor, a psychologist, a social worker, or a doctor, the student’s communication with that professional is privileged, which means the professional cannot share the information without the student’s written permission. It’s important to note that the professional must be acting in the professional capacity that gives her or him that privilege in order for the privilege to apply.
Help for Faculty: Sexual Assault Policy Statement for Syllabus

Below is sample text that you can copy and paste into your Syllabus:

UH Hilo Sexual Assault Policy:

UH Hilo provides confidential assistance for victims of sexual assault. Counseling Services on-campus and the YWCA Sexual Support Services off-campus offer guidance regarding medical assistance and emotional help and can discuss options for reporting sexual assaults to law enforcement. All conversations are private and confidential. The UH Hilo Sexual Assault Policy can be found at: [link omitted].

For assistance during the day, contact UH Hilo Counseling Services at ☎️ Number; or, after hours and on weekends, contact the YWCA Sexual Assault Support Services at ☎️ Number.
Syllabi Language:

Per the University Senate, faculty shall provide syllabi to students in their courses, including internships and independent studies. Syllabi shall specify what will be taught, how it will be taught, how learning will be assessed, and how grades will be assigned.

In addition, the Provost’s Office and Office of Diversity and Equity recommend that faculty either include the language below or include a link to this page: [link omitted].

Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community—students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate Romantic relationships can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate Romantic relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University.

More information is available at [link omitted].

Sexual Assault Reporting Policy

To protect the campus community, all non-confidential University employees (including faculty) are required to report assaults they witness or are told about to the Office of Diversity & Equity under the Sexual Assault Response Policy. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help.

More information is available at [link omitted].