



# SEXUAL MISCONDUCT AND TITLE IX

## INFORMATION FOR MEREDITH FACULTY AND STAFF ABOUT RIGHTS, RESPONSIBILITIES AND RESOURCES

### WHAT IS SEXUAL MISCONDUCT?

Sexual misconduct includes, but is not limited to, non-consensual sexual intercourse, sexual contact, sexual exploitation, sexual harassment, sexual coercion, intimate partner violence, and stalking. Sexual misconduct can be committed by men or women, and it can occur between persons of the same or different gender. Acts of sexual misconduct are forms of sexual harassment and discrimination prohibited by College policy and, in some cases, Title IX.

**Meredith College will not tolerate sexual misconduct.**

### WHAT ARE YOUR RESPONSIBILITIES AS A COLLEGE EMPLOYEE?

As agents of the College, employees are **required** to report incidents of sexual misconduct that occur on Meredith College's campus or that involve Meredith students, faculty or staff, regardless of where the incident occurred. Employees would report to the Title IX Coordinator (Director of Human Resources) or to the Dean of Students (if students are involved). If the sexual violence occurred off-campus, reporting is encouraged to ensure that campus community members are aware of campus resources, supportive measures that can be considered, and grievance options.

### HOW CAN YOU ASSIST AN INDIVIDUAL WHO HAS EXPERIENCED SEXUAL VIOLENCE?

If a member of the campus community shares with you that she/he has experienced sexual misconduct, please provide information about the following resources. Please keep in mind that you may contact the Title IX Coordinator or the Dean of Students at any point to request assistance.

- ◆ **Assist person in seeking medical assistance as soon as possible following the incident, being sure to advise medical personnel that treatment is necessary because of sexual violence.** If an individual decides to press charges, medical information that is gathered within 120 hours of the assault is essential.
- ◆ **Be knowledgeable about campus, community and law enforcement resources:** Campus Police (919-760-8888), Interact 24 hour Rape Crisis Line (919-828-3005), Wake Medical Safe Center (919-828-3067), or Meredith College Health Services (919-760-8535) for assistance.

- ◆ **Assist person in seeking advocacy and counseling:**

Contact the Counseling Center (919-760-8427), the Chaplain, (919-760-8346), or Health Services (919-760-8535). These offices on campus guarantee confidentiality. After 5:00 pm and on weekends, call the Meredith College counselor on call through Campus Police (919-760-8888).

- ◆ **For information about campus policies, to report an incident, or to file a complaint:** Contact the Title IX Coordinator (Director of Human Resources) at 919-760-8760 or the Dean of Students (if student is involved) at 919-760-8521. An incident can be reported at any point to request assistance in aiding a complainant. **Remember that you are REQUIRED to report any incident of which you are made aware that occurred on Meredith's campus or where there is a threat to a Meredith community member.**

### WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex – including sexual harassment and sexual violence – in education programs or activities which receive federal financial assistance. Every campus is required to have a **Title IX Coordinator** to oversee any complaints, identify problems, and be available to students, faculty and staff to handle Title IX reports and concerns.

Meredith College's Title IX Coordinator is the Director of Human Resources, Pamela Davis Galloway, who may be contacted at 119 Park Center, 3800 Hillsborough St., Raleigh, NC 27607; [davisjam@meredith.edu](mailto:davisjam@meredith.edu) 919-760-8760.

*Meredith College will take prompt and effective steps to end sexual misconduct, prevent its recurrence, and address its effects, whether or not the sexual misconduct is the subject of a criminal investigation.*

For more detailed information and resources, visit: [www.meredith.edu/title-ix](http://www.meredith.edu/title-ix)

# **SEXUAL MISCONDUCT AND TITLE IX**

## **INFORMATION FOR MEREDITH FACULTY AND STAFF ABOUT RIGHTS, RESPONSIBILITIES AND RESOURCES**

### **Confidential Resources**

While all persons receiving a report of sexual misconduct understand the desire to keep the information confidential, maintaining confidentiality is not always possible. The only individuals at Meredith College permitted to guarantee confidentiality are licensed counselors in the Counseling Center, the campus chaplain, and medical and nursing staff in Meredith College Health Services. To the extent possible, the College will respect a student's request to remain anonymous and to keep the details of the report confidential; however, the request for confidentiality will be weighed against the College's obligation to act on information it has received in order to provide a safe and non-discriminatory environment.

### **Complaint/Grievance Resolution**

Sexual misconduct committed by a Meredith College community member violates the College's Sexual Misconduct Policy and, in some cases, Title IX. Complainants may refer to this policy for information about filing a complaint and seeking resolution. Reports of sexual misconduct may be made to the College's Title IX Coordinator, Pamela Davis Galloway, or Dean of Students Ann Gleason (if Meredith students are involved).

Grievances filed against Meredith College students, faculty and staff who are accused of sexual misconduct can be adjudicated by the College's Grievance Hearing Board or Title IX Grievance Board. During a Meredith College Grievance Board Hearing involving sexual misconduct, the complainant and respondent are entitled to the same opportunities to have an adviser present during the hearing. In all hearings involving sexual misconduct, the preponderance of evidence standard will be used. Upon request of a Meredith student, sexual misconduct committed by a student from another campus can be referred by the dean of students to that student's campus for judicial action. Detailed information about Meredith College's Sexual Conduct Policy, Title IX, and related procedures are available in student and faculty/staff handbooks in addition to the Meredith College Title IX web page: [www.meredith.edu/title-ix](http://www.meredith.edu/title-ix)

In addition, a person may report incidents of sexual violence to Campus Police or local law enforcement authorities at any time. Campus Police is available to offer advice about legal options. In cases involving potential crime, the College must determine, consistent with State and local law, whether appropriate law enforcement or other authorities should be notified.

### **Interim Actions**

Even if a person does not wish to file a formal complaint with the College or to off-campus law enforcement, she/he may request supportive and safety measures. These may include: counseling, rearrangement of class schedule or living space, arrangement for additional time to complete a course or re-take/withdraw from a class, request a no-contact order, request that a trespass order be issued, etc.

### **Non-Retaliation Policy**

It is a violation of the College's Policies to retaliate against a person who has complained about sexual misconduct, harassment or discrimination (or for assisting, participating or cooperating in an investigation or grievance related to a complaint).

- ◆ Anyone can experience sexual violence, but most victims are female – 20% to 25% of college women reported experiencing an attempted or completed rape during college, most often by someone they know. These statistics underestimate the problem since many cases are not reported.
- ◆ On average, at least 50% of campus sexual assaults involve alcohol. Most offenders use alcohol as their main weapon of choice against their victims.

*\*Source: "Understanding Sexual Violence" fact sheet, CDC's National Center for Injury Prevention and Control, Division of Violence Prevention, 2011.*