

MANDATORY REPORTING

University employees are **REQUIRED** to report incidents of harassment or sexual misconduct to the **Title IX Coordinator** under the following circumstances:

- If a situation involving a student is brought to the employee's attention, is reported to the employee, or is witnessed by the employee.
- If the employee serves in a supervisory capacity, and a report of such behavior is brought to the employee's attention by any member of the University community, including visitors.

REPORTING OPTIONS

- You may file both a criminal and a University complaint regarding sexual harassment and sexual misconduct.
- You may also file a complaint about gender violence simultaneously with LUPD and the University by completing the Gender Violence Reporting Form at:
go.lehigh.edu/genderviolencereport



GENDER VIOLENCE REPORTING

Lehigh University Police Department (LUPD)
610.758.4200

Advocates
610.758.4763

Equal Opportunity Compliance Coordinator/
Title IX Coordinator
610.758.3535

CONFIDENTIAL RESOURCES

If you have been sexually assaulted, you should first go to a safe place. Then, contact someone you trust. This person could be a family member, friend, counselor, etc. There are also numerous on and off campus based resources to support you. Students who wish to talk about gender violence issues confidentially and without initiating a report or investigation can contact the following resources:

On-Campus:

Counseling & Psychological Services

Johnson Hall, 4th Floor
610-758-3880

Chaplain's Office

The Dialogue Center
661 Taylor Street
610-758-3877

Off-Campus:

Crime Victims Council of the Lehigh Valley

801 Hamilton St., Suite 300
Allentown, PA 18101
610-437-6611

Turning Point of the Lehigh Valley

444 E. Susquehanna St.
Allentown, PA 18103
610-437-3369

Only conversations with confidential resources remain confidential (not shared without permission); information shared with any other University employee is kept private to the extent possible but will be reported to the Title IX Coordinator.

NON-CONFIDENTIAL UNIVERSITY RESOURCES & SUPPORT

You do not need to make a formal report or file criminal charges to receive medical or academic support or any other needed support. Additional resources that can provide support include the following:

Office of Gender Violence Education & Support

University Center, C108
610-758-1303

Advocates
610-758-4763

Office of Academic Support

Williams Hall, Suite 390
610-758-4159

Office of Student Conduct & Community Expectations

Williams Hall, Suite 320
610-758-4632



LEHIGH
UNIVERSITY

GRADUATE STUDENTS

Title IX:

Information on Sexual Harassment and Sexual Misconduct

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination on the basis of sex in any federally funded education program or activity. Sexual harassment, which includes sexual violence, is a form of sex discrimination. Any student, employee, or applicant for employment or admission to the University who believes that they have been discriminated against on the basis of sex may file a complaint with the Title IX Coordinator and pursue a University investigation.



The Office of Gender Violence Education & Support

610-758-1303
ingves@lehigh.edu



Karen A. Salvemini Title IX Coordinator

610-758-3535
eocc@lehigh.edu

In case of an emergency, or if you would like to file a criminal report with the police, contact:

Lehigh University Police Department
321 East Packer Avenue
610-758-4200

MEDICAL TREATMENT AND PRESERVATION OF EVIDENCE

Specially trained SAFE (sexual assault forensic examiner) or SANE (sexual assault nurse examiner) nurses at the following hospital emergency rooms can perform forensic evidence exams within 96 hours of an assault:

Lehigh Valley Hospital–Muhlenberg
2545 Schoenersville Road
Bethlehem, PA 18017
484-884-2200

St. Luke's University Hospital
801 Ostrum Street
Bethlehem, PA 18015
484-526-4000

Sexually transmitted infections (STIs), pregnancy, and treatment of injuries can also be addressed by the local hospitals or by the University's Health & Wellness Center, Johnson Hall, 3rd Floor, 610-758-3870.

To Preserve Evidence of Sexual Misconduct:

- Don't Bathe or Shower
- Don't Use the Restroom
- Don't Change Your Clothes
- Don't Brush Your Teeth

COMMITMENT TO A SAFE AND SUPPORTIVE COMMUNITY

Lehigh University is committed to preventing and addressing sexual misconduct in its campus community. Such behavior is unacceptable and will not be tolerated. The University encourages the reporting of sexual harassment, including sexual misconduct, whenever it occurs, and takes steps to respond promptly and effectively to allegations of sexual misconduct. The University will promptly investigate such incidents and take appropriate action.

UNIVERSITY DEFINITION OF SEXUAL MISCONDUCT

The following conduct constitutes sexual misconduct under the University's policies:

- Sexual Assault (Includes Rape, Fondling, Incest, and Statutory Rape)
- Intimate Partner Abuse (Includes Domestic and Dating Violence)
- Stalking
- Sexual Exploitation



UNIVERSITY DEFINITION OF CONSENT

A mutual agreement to participate in a specific activity at a specific time. Consent must be clear, knowing, and voluntary. Consent to one kind of sexual activity does not, alone, imply consent to other sexual activities. Consent is required at each new level of sexual activity. Consent must be clearly communicated (for example, by way of mutually understandable words or actions), mutual, non-coercive, and given free of force or the threat of force. A person who is physically or mentally incapacitated by drugs, alcohol, or other circumstances is not capable of giving consent. A person must be awake and fully conscious in order to give consent. An individual may change their mind and revoke consent at any time by verbal or non-verbal communication. A previous dating or sexual relationship, whether with the respondent or anyone else, cannot imply consent to future sexual acts.

For a complete description of the University's Policy on Harassment & Non-Discrimination, visit: go.lehigh.edu/harassmentpolicy. Please also visit eocc.lehigh.edu for more information on the University's policies and procedures.

INTERIM AND REMEDIAL MEASURES

Even without pursuing a formal investigation, the University may provide needed support, such as:

- Reassignment of your University residence
- Adjustments to your academic schedule
- Issuance of University no-contact orders

You may also file a petition at the local courthouse for a civil (non-criminal) protection order that offers victims of certain crimes relief from further harm from the perpetrator. Pennsylvania offers three different civil protection orders, including protection from abuse orders, sexual violence protection orders, and protection from intimidation orders. The qualifications for these protection orders vary per order. For more information about obtaining a civil protection order, contact the Title IX Coordinator, Crime Victims Council of the Lehigh Valley, Turning Point of the Lehigh Valley, or an attorney to discuss your options.

If criminal charges are filed, you may also request a temporary "stay away" court order issued by a judge for a period of one year or until the associated criminal case is resolved.

RETALIATION

University policy prohibits retaliation, including retaliatory harassment, against anyone who reports, is a witness to, or is otherwise involved in the reporting, investigation, or resolution of an incident of sexual harassment or gender violence. Incidents of retaliation should be reported to the Title IX Coordinator.

Individuals who violate University policies and/or Code of Conduct may be subject to discipline up to and including expulsion.