

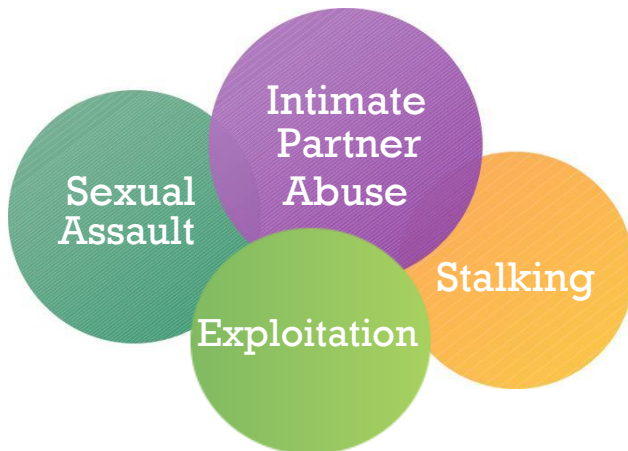
## WHAT IS TITLE IX?

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 pursue a University investigation and file a complaint with the Title IX Coordinator:

**Karen A. Salvemini**  
Alumni Memorial Building  
27 Memorial Drive West  
610-758-3535  
eocc@lehigh.edu



## WHAT IS GENDER VIOLENCE?



## COMMITMENT TO A SAFE & 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. The University takes steps to respond promptly and effectively to allegations of sexual misconduct. The University will promptly investigate such incidents and take appropriate action.

### 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

### 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 discrimination, harassment, gender violence, or other applicable violations of University policy or the law. In the event an individual believes that they have been retaliated against, an independent investigation will be conducted and appropriate disciplinary action will be taken. Incidents of retaliation should be reported to the Title IX Coordinator.



## UNDERGRADUATE STUDENTS

# What to Expect

Title IX & Gender Violence Reporting

The logos for the Office of Gender Violence Education and Support (GVES) and the Title IX Coordinator. GVES is represented by a stylized tree icon and the text "GVES The Office of Gender Violence Education and Support". The Title IX logo is a circle containing "TITLE IX LEHIGH UNIVERSITY".

**The Office of Gender Violence Education & Support**  
ingves@lehigh.edu  
610-758-1303

**Equal Opportunity Compliance Coordinator & Title IX Coordinator**  
eocc@lehigh.edu  
610-758-3535

## REPORTING OPTIONS

If you have experienced or witnessed gender violence, there are several reporting options:

### Report To Police

You have the right to file a report with the police. The police will take appropriate steps in response to your report. Contact the **Lehigh University Police Department** at:

321 East Packer Avenue  
610-758-4200

### Report to University

You have the right to pursue a University investigation of a violation of University policy and to file a complaint with the **Title IX Coordinator**:

Karen A. Salvemini  
Alumni Memorial Building  
27 Memorial Drive West  
610-758-3535  
eocc@lehigh.edu

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](http://go.lehigh.edu/genderviolencereport).

Filing a criminal report is separate from pursuing a complaint through the University's polices and procedures.

## I FILED A COMPLAINT WITH THE UNIVERSITY. WHAT'S NEXT?

- First, you will meet with the Title IX Coordinator to discuss your complaint, available resources, and the University's processes and procedures.
- Second, a decision will be made regarding whether the informal or formal process may be used.

### Formal Resolution Process

- An investigation is conducted by the Title IX Coordinator and a trained co-investigator (typically a member of the Dean of Students staff).
- Notice of the complaint and applicable policies and procedures are provided to parties.
- Interim and remedial measures are considered and implemented as deemed appropriate. These may include:
  - Reassignment of your University residence
  - Adjustments to your academic schedule
  - Issuance of University no-contact orders
- Investigators conduct interviews and review and gather evidence.
- Investigators prepare a report containing factual findings and recommendations of University policy violations.
- A three-member panel comprised of faculty and staff reviews the report and determines if it is more likely than not that a violation of University policy occurred.

- If the panel finds a violation of policy, the Office of Student Conduct & Community Expectations determines appropriate sanctions and/or remedies.
- Both parties are notified of the panel's decision and of the sanction/remedy, if applicable.
- Both parties have the right to appeal the decision and/or sanction/remedy.

The informal resolution process will not be used to investigate or resolve reports of sexual violence.

### Informal Resolution Process

- Voluntary
- Assigned to trained staff or faculty member to facilitate a resolution
- Assessed to determine whether formal process is needed