

IF A STUDENT DISCLOSES SEXUAL MISCONDUCT TO YOU:

STEP ONE: CARE

- Care for the student
- Ensure they are safe
- Provide non-judgmental support
- Do not ask for specific details of the incident – allow the student to decide how much to disclose to you
- Explain to the student your duty to report

STEP TWO: CONNECT

- Connect student with resources listed in this folder

STEP THREE: CONTACT

- University Equity and Civil Rights Compliance

*Website: www.ohio.edu/equity-civil-rights
Click on *Report Sexual Misconduct*

Email: equity@ohio.edu or titleix@ohio.edu

740.593.9140

006 Lindley Hall

**Preferred*

Policy 03.004, Sexual Harassment and Other Sexual Misconduct

- Ohio University is committed to providing a workplace, educational environment, and programs and activities that are free from sexual harassment and other sexual misconduct, including sexual assault, domestic and dating violence, stalking, and retaliation.

The Office of the Dean of Students has developed this information guide to aid faculty and staff as you assist students who report sexual misconduct

Per policy 03.004, all Ohio university faculty, administrators, and staff (with the exception of those identified as confidential resources below) have a duty to immediately report violations of this policy to the Title IX Coordinator if they receive a complaint of a violation or observe or learn of conduct that is reasonably believed to be in violation of this policy.

Graduate assistants and student employees have a duty to report violations of this policy if they become aware of the violations in the course of their duties and those duties include responsibility for the safety and wellbeing of other members of the campus community or if they have supervisory, evaluative, grading, or advisory responsibility over other members of the campus community.

- Certain campus and local resources may maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediate threat or danger, in cases of abuse of certain populations (e.g., minors), or when required to disclose by law or court order. These resources may offer options and resources without any obligation to inform a campus official or law enforcement authorities.

- Ohio University confidential resources include licensed professionals and staff at Counseling and Psychological Services, healthcare providers and staff at Campus Care, advocates at the Survivor Advocacy Program, licensed professionals and students registered for practice under a licensed psychologist at the Psychology and Social Work Clinic, and licensed professional counselors available through the Employee Assistance Program.

If a survivor of sexual misconduct turns to you for support:

Don't be afraid to ask for some help: The Survivor Advocacy Program or the Office of the Dean of Students can put you in touch with a survivor advocate who can offer support and make referrals based on the student's needs.

Believe the survivor: It's not your role to question whether the misconduct occurred.

Never blame the survivor: No one deserves to be a victim of sexual misconduct no matter what the circumstances. Even if the survivor feels responsible, say clearly "it wasn't your fault."

Help the survivor explore options: Give the survivor the freedom to choose their own course of action or path of recovery, even if you would do it differently.

Avoid any re-victimization: Do not treat survivors as incapable of taking care of themselves. Don't assume control without permission or judge how the survivor handled the situation. Don't ask questions just out of curiosity. Do NOT make excuses for the perpetrator's actions.

Reporting Process: As an employee of Ohio University, you have a duty to report sexual misconduct.

- Gather all the details you have about the incident and the involved parties.
- Fill out the online reporting form by clicking on the "Report Sexual Misconduct" button at www.ohio.edu/equity-civil-rights/index.cfm
- If you have questions, call ECRC at 740-593-9140 or email the Title IX Coordinator at titleix@ohio.edu or equity@ohio.edu.
- You do NOT have to submit the form while the student is present.
- University Equity and Civil Rights Compliance (ECRC) will contact the student shortly after receiving the report to set up an initial meeting with the student.
- The purpose of this meeting is to provide the student with information about resources and options available to them and to discuss possible supportive measures designed to restore or preserve the student's equal access to the University's education program or activity without unreasonably burdening the other party.
- For further details of the investigation process, please refer to the Sexual Harassment and Other Sexual Misconduct Grievance Process found at <https://www.ohio.edu/equity-civil-rights/sexual-harassment-and-other-sexual-misconduct-grievance-process>.

What are the signs that a student may have experienced sexual misconduct?

When sexual misconduct occurs, the aftermath can be devastating to the survivor both in and out of the classroom. Survivors may experience anxiety and fear, difficulty in relationships, and/or a drop in academic performance – some may withdraw, transfer or drop out of school. Additionally, there may be:

- Shock and disbelief
- A feeling of "Why Me?"
- Guilt
- Denial
- Flashbacks/nightmares
- Acute distress/severe anxiety
- Confusion
- Multiple fears (of death, rapist, other situations)
- Depression
- Anger
- Loss of self-esteem
- Thoughts of suicide
- Dysfunctional behaviors (binge drinking, hypersexuality, disordered eating, isolating, etc.)

Please note: Not all students experience these signs or symptoms, and some may occur because of other issues.

How do you help a survivor of sexual misconduct?

Listen sensitively and carefully. Distressed students need to be heard and helped, but they may have difficulty articulating their feelings. Don't be afraid to ask them if they are currently under the influence of drugs or alcohol, feel confused, or have thoughts of harming themselves or others.

Avoid escalation. Distressed students can be sensitive and easily provoked. Use a non-confrontational approach and avoid threatening, humiliating, or intimidating responses. Help them connect with the necessary campus resources for assistance.

Help them get help. Refer the student to campus departments or offices that have the expertise and personnel to help them.

Work as a team. Share information and consult with the appropriate university officials to coordinate care and follow-up for the student. Violent, threatening or persistent inappropriate behaviors should always be reported to the Ohio University Police Department and Equity and Civil Rights Compliance.

SUPPORT RESOURCES

OHIO UNIVERSITY RESOURCES

Counseling and Psychological Services (CPS)*

740-593-1616

3rd Floor Hudson Health Center

www.ohio.edu/counseling

counseling.services@ohio.edu

CPS provides professional and confidential counseling to students. Drop-in hours

9:45am-3:15pm, M-F. To access counselors who are

on-call 24 hours a day, call 740-593-1616. Counseling services are available to friends and

survivors, and consultation services are available to faculty and staff. A Sexual Assault Survivors Group for Women is available by referral.

Campus Care*

740-593-1660

1st and 2nd Floor Hudson Health Center

www.ohio.edu/medicine/community-health/campus-care/

Campus Care will assist with referrals and resources; including for SAFE exam (Campus Care does not collect rape kits); STD testing & treatment, HIV testing, and emergency contraception.

Survivor Advocacy Program*

740-597-7233 (24/7 Line)

Lindley Hall 034, 038

www.ohio.edu/survivor

survivor.advocacy@ohio.edu

Schedule online: bit.ly/SAPschedule

*The Survivor Advocacy Program (SAP) serves victims and survivors of sexual assault, dating and domestic violence, and stalking through confidential advocacy services, education, and resources all provided by licensed, confidential advocates. SAP offers the following services:

- A 24-hour hotline 7 days a week while classes are in session
- In-person and/or virtual advocacy (drop-in or by appointment)
- Information on all possible reporting options (University and legal)

- Support in navigating medical, judicial, and legal processes
- Hospital and follow-up medical advocacy accompaniment
- Assistance in arranging safe transportation to/from the hospital for a sexual assault examination
- Law enforcement advocacy/accompaniment
- Aid in accommodating housing options, academic needs, and protection orders
- Legal advocacy and court accompaniment
- Support for friends and family of sexual assault survivors
- Community information and resource referrals
- Confidentiality
- Awareness raising events and outreach campaigns
- Survivor support group(s)
- Assistance obtaining protection orders

Confidential resource: Confidential resources are not required to report specific incidents to University Equity and Civil Rights Compliance or any other investigating body and may not disclose any information without the permission of the student.

University Equity and Civil Rights Compliance (ECRC)

Title IX Coordinator

740-593-9140

Lindley Hall 006

www.ohio.edu/equity-civil-rights/

equity@ohio.edu or titleix@ohio.edu

The Title IX Coordinator is responsible for monitoring and overseeing the University's compliance with all Title IX obligations, including the coordination of training, education, and the administration of grievance procedures providing for the prompt, fair, and equitable resolution of complaints involving faculty, staff, students, and other members of the university community.

Ohio University Police Department

740-593-1911

118 Ridges Circle

www.ohio.edu/police

police@ohio.edu

The Ohio University Police Department investigates allegations of sexual misconduct that occur on campus and constitute violations of criminal law. Officers are trained in crisis intervention and sexual assault investigation, and will work to ensure the well-being of the survivor to include assisting them to access health care and support services.

Office of Community Standards and Student Responsibility (CSSR)

740-593-2629

349 Baker University Center

www.ohio.edu/communitystandards

communitystandards@ohio.edu

Community Standards serves as a resource to the campus community by making referrals and answering questions. Staff members also serve as hearing panelists in the grievance process.

Office of the Dean of Students

740-593-1800

345 Baker University Center

www.ohio.edu/deanofstudents

deanstu@ohio.edu

Staff in the Office of the Dean of Students can help connect survivors of sexual violence with the resources on campus and in the Athens community.

LGBT Center

740-593-0239

354 Baker University Center

www.ohio.edu/lgbt

lgbt@ohio.edu

Staff in the LGBT Center can help connect survivors of sexual violence with LGBT-affirming resources on campus and in the Athens community. The center is also committed to providing education on the unique needs of lesbian, gay, bisexual, and/or transgender survivors as well as advocating for these needs on and off campus.

ATHENS COMMUNITY RESOURCES

Athens County Victims Assistance

740-592-3208

Athens County Court House

1 South Court Street, 1st Floor

www.athenscountypProsecutor.org/victim-assistance

Advocates can answer questions about your rights, obtaining protection orders, or any other concerns related to the criminal justice process.

Athens Police Department

740-593-6606 or 911 for emergency

11 North College Street

www.ci.athens.oh.us/120/Police-Department

A crisis intervention officer will respond. The Violence Against Women Unit with a special investigator and social worker can provide confidential victim services.

Buckeye Region Anti-Violence Organization (BRAVO)

614-294-7867

bravo.equitashealth.org/

Offers a support group for LGBT survivors of dating/domestic violence.

Center for Student Legal Services

740-594-8093

50 S. Court Street, Suite D

www.studentlegalrights.org

Call or visit website for a list of services.

My Sister's Place*

1-800-443-3402 (24/7 Line)

www.mspathens.org

mspathens@gmail.com

Shelter and social services for survivors of domestic/ating violence.

OhioHealth O'Bleness Memorial Hospital*

740-593-5551 (24/7 Line)

55 Hospital Drive

<https://www.ohiohealth.com/locations/hospitals/oblness-hospital>

Sexual Assault Forensic Nurse Examiner (SAFE) present 24/7 to provide medical attention and collect evidence free of charge.

Hopewell Health Centers*

90 Hospital Drive

740-592-3091 or 1-888-475-8484 (24/7 Crisis Line)

Counseling is available for those who receive or are eligible for Medicaid or Medicare. Private insurance and self-pay are also acceptable.

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