## *The University's Title IX Policy*

The Mount St. Joseph University Sex Discrimination, Sexual Misconduct, and Interpersonal Violence Policy (the Policy) sets forth the conduct expectations of all University community members and focuses on prohibiting and addressing incidents of sex discrimination (including sexual harassment and sexual misconduct) and interpersonal violence (domestic violence, dating violence, and stalking).

This Policy applies:

· to all University community members, including students, prospective students, employees, volunteers, visitors, or other third-parties,

· to all of the University's education programs and activities, which extends to admissions and employment, and

· to conduct occurring in classrooms or on campus, at any location owned or operated by the University (or owned or controlled by a student organization that is officially recognized by the University), at locations, at events or under circumstances over which the University exercises substantial control, and to conduct occurring off campus that has an actual or potential adverse impact on another's working or learning environment.

The Policy defines sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking and consent for purposes of setting conduct expectations of University community members. For detailed definitions, please visit: ***www.msj.edu/about/title-ix/***

## *Retaliation Prohibited*

Mount St. Joseph University will not tolerate any form of retaliation taken against anyone for exercising a right under Title IX, including making a report or formal complaint of conduct prohibited by the Policy or cooperating in the investigation or adjudication of a complaint of conduct prohibited by the Policy.

## *Reporting*

Any student, prospective student, employee, visitor or other third-party who has been the victim of, witnesses or becomes aware of sex discrimination, sexual misconduct, interpersonal violence or retaliation is encouraged, and in some instances employees may be required, to report the conduct as follows:

**Criminal complaint:**

• **Mount St. Joseph University Police:** 513-244-4226 or "0" from any campus phone

**Institutional complaint:**

• **Equal Opportunity Officer/Director of Office of Human Resources:** Teri Compton, Chief Human Resource Officer, 513-244-4979

**Institutional report:**

• **Title IX Coordinator:** Paige Ellerman at 513-244-4393

**Anonymous Report:**

**Call or text 513-244-TIPS or emailing *244TIPS@msj.edu* 24 hours a day/365 days a year.**

## *What Are Your Rights If You Make a Report or Formal Complaint?*

The detailed rights of a Complainant are set forth in the Policy, and include but are not limited to the right to:

· speak with campus authorities in a private and confidential setting and be informed of your reporting options, whether criminal or University or both, without fear of reprisal.

· be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.

· receive supportive measures, such as such as academic, housing, campus employment, or extracurricular activity accommodations, as deemed appropriate to restore or preserve equal access to the University's education programs or activities, whether or not a formal complaint is made.

· receive a copy of the complaint (when filed by the Title IX Coordinator), the Policy, and any written response to the complaint, to discuss the allegations under investigation, and to express a conflict of interest with the Title IX Team Assignment.

· provide a list of witnesses and evidence to the investigator, to inspect, review and respond to information, evidence and allegations learned about by the investigator, and access to the Investigation Report.

· receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings in which you are invited or expected to participate, with sufficient time to prepare.

· have an advisor present with you throughout all stages of the complaint resolution process and have one appointed for you if you cannot attain one.

· receive any written Pre-hearing Dismissal by the Investigator and to appeal the same consistent with the Policy.

· participate in an Adjudication Hearing conducted consistent with the Policy, including the use of technology to address concerns of personal safety, well-being and confrontation of parties and witnesses.

· receive a written Hearing Panel Decision and submit a Written Appeal of a Hearing Panel Decision (or respond to such an appeal), all as consistent with the Policy.

· be free from any form of retaliation for exercising any right provided by Title IX and to report such behaviors without retribution.

## *What Should You Do If You Experience Sexual Misconduct or Interpersonal Violence?*

1. Get to a safe place and talk to someone you trust (friend, relative, counselor, or an on/off campus sexual assault resource).

2. Seek medical attention.

3. Do not shower, change clothes, eat or drink anything before seeking medical assistance.

4. If you choose to notify law enforcement (MSJ Police Department or other law enforcement office), do so as quickly as possible.

## *What Are Your Rights If a Report or Formal Complaint Is Made Against You?*

The detailed rights of a Respondent are set forth in the Policy, and include but are not limited to the right to:

· speak with campus authorities in a private and confidential setting.

· a presumption of non-responsibility unless adjudicated through the complaint resolution process as responsible for a violation of the Policy.

· be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.

· receive supportive measures, such as such as academic, housing, campus employment, or extracurricular activity accommodations, as deemed appropriate to restore or preserve equal access to the University's education programs or activities, whether or not a formal complaint is made.

· receive a copy of the complaint and the Policy, including the name(s) of those making the complaint and provide a written response, discuss the allegations under investigation and express a conflict of interest with the Title IX Team Assignment.

· provide a list of witnesses and evidence to the investigator, to inspect, review and respond to information, evidence and allegations learned about by the investigator, and access to the Investigation Report.

· receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings in which you are invited or expected to participate, with sufficient time to prepare.

· have an advisor present with you throughout all stages of the complaint resolution process and have one appointed for you if you cannot attain one.

· receive any written Pre-hearing Dismissal by the Investigator and the opportunity to respond to an appeal of same consistent with the Policy.

· participate in an Adjudication Hearing conducted consistent with the Policy, including the use of technology to address concerns of personal safety, well-being and confrontation of parties and witnesses.

· receive a written Hearing Panel Decision and submit a Written Appeal of a Hearing Panel Decision (or respond to such an appeal), all as consistent with the Policy.

· be free from any form of retaliation for exercising any right provided by Title IX and to report such behaviors without retribution.

## *Confidential Student Support Services*

**MSJ Wellness Center Counseling Services**
**Counseling appointments:** 513-244-4949
Office Hours M–F from 8 a.m. – 4:30 p.m.
Closed for Lunch 12 – 12:30 p.m.

**MSJ Wellness Center Health Services**
**Wellness appointments: 513-244-4949**
Please Call to Schedule an Appointment
Confidential Medical Services and/or Referrals Available
24-7 / 365 Mental Health Crisis # 1-833-646-1526
**After-Hours Crisis Support:** Call Campus Police at 513-244-4226 or dial "0"

## *Confidential Employee Support Services*

Support may be available to eligible employees through the Tri-Health Employee Assistance Program (EAP) at 513-891-1627, 1-800-642-9794, or at ***www.TriHealthEAP.com***.

## *Off Campus Resources*

**Women Helping Women (Ohio)**
**Phone:** 513-977-5541
**Crisis Line (24/7):** 513-381-5610
***www.womenhelpingwomen.org***

**University of Cincinnati Medical Center, Sexual Assault Nurse Examiners (SANE)**
**Phone:** 513-584-1000
***uchealth.com/university-of-cincinnati-medical-center/services/sexual-assault-nurse-examiners/***

**Rape, Abuse and Incest National Network**
**Phone:** 1-800-656-HOPE
***www.rainn.org***

**Ohio Alliance to End Sexual Violence**
***oaesv.org/MemberMap/Hamilton-county***

**Delhi Township Police**
**Phone:** 513-922-0060
**Mon. through Fri:** 8 a.m. –10 p.m.
**Weekends:** 513-922-0060, leave a message and you should receive a return call promptly.

## *Legal Resources for Complainants and Respondents*

**The Justice League of Ohio**
***tjlo.org/know-your-rights***

**Legal Aid**
***www.ohiolegalservices.org/programs***

**Pro Bono Attorneys**
***www.legalhandle.com/pro-bono-attorneys-Ohio.html***

**NOTICE:** Mount St. Joseph University is committed to providing an educational and work environment free from discrimination and harassment on the basis of race, color, national origin, religion, age, disability, sex (sexual orientation and gender identity) or any other legally protected status. If you have experienced or been accused of discrimination, harassment, or retaliation based on race, color, national origin, religion, age, disability, veteran status, or other legally protected status, it is important that you read the information contained in this brochure, which is an overview of the Mount St. Joseph University Equal Opportunity and Non-discrimination Policy and your options, resources and rights.

In situations where the respondent is an employee, the Policy provides that the University may conduct the investigation and issue determinations using some or all of the steps of the informal or formal processes.

For more detailed information, please visit: ***www.msj.edu/non-discrimination-policy/.***

# Title IX: Rights, Reporting and Resources

MOUNT ST. JOSEPH
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***Mount St. Joseph University Rights, Reporting Options, and Resources for Sex Discrimination, Sexual Misconduct and Interpersonal Violence***