

## STUDENT SEXUAL MISCONDUCT POLICY

### I. Introduction

#### A. Prohibition of Sexual Misconduct.

Sexual Misconduct, including sexual assault and other forms of discrimination on the basis of sex, is unacceptable behavior and is subject to discipline by the University of Rochester. The University of Rochester takes all complaints of this nature very seriously. This Policy describes the prohibited behaviors, explains the procedures for addressing complaints, sets forth possible sanctions, and provides information about the rights of, and the resources available to support, individuals who believe that a University of Rochester student has engaged in Sexual Misconduct.

Sexual Misconduct includes discrimination based on sex, sexual orientation, and gender identity or expression in compliance with Title IX of the Education Amendments of 1972 and other laws and policies. Examples of Sexual Misconduct include sexual harassment, pregnancy discrimination, sexual assault, dating and domestic violence and stalking.

Retaliation for complaining about Sexual Misconduct or participating in an investigation or a hearing involving a complaint of Sexual Misconduct is also prohibited, and will be considered a violation of (and adjudicated pursuant to) this policy if perpetrated by a student. Clear definitions of behaviors prohibited by this policy are included in Section III below.

. While this policy is focused on misconduct committed by students, we recognize that all members of our community including faculty, staff and others may engage in sex-based harassment. The University addresses non-student sexual misconduct (as well as harassment on the basis of race, religion, disability, etc.) through University policy 106. Reports of students engaging in harassment and discrimination not related to sex will be addressed pursuant to the Standards of Student Conduct procedures.

The New York State Student Bill of Rights concerning Sexual Misconduct can be found in Appendix D to this policy.

Questions regarding the application of Title IX can be made to the Title IX Coordinator or the U.S. Department of Education's Office of Civil Rights (OCR) at its New York office at (646) 428-3800 or its national headquarters at (800) 421-3481; TTY: 800-877-8339. OCR can also be found on the web at [www.ed.gov/ocr](http://www.ed.gov/ocr).

#### B. Response to Reports of Sexual Misconduct

Students, faculty, staff members, visitors and others who believe that a University of Rochester student has committed Sexual Misconduct are encouraged to report the incident to University Department of Public Safety (DPS) or another Responsible Employee<sup>1</sup>. After a report is made to a Responsible Employee, he/she/they must report it to the Title IX Coordinator. The reporting party is offered support in such areas as obtaining medical care, counseling and other accommodations as well as assistance with making a police report if desired. The University may also take interim steps to protect that individual and/or the

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<sup>1</sup> A definition and list of Responsible Employees is included below on page 7.

community, which can include removing the accused student from campus or other actions deemed appropriate under the circumstances. A disciplinary action may follow, which would involve an administrative hearing on campus. More specific information about the response to reports of Sexual Misconduct can be found below.

Options for students who may experience Sexual Misconduct are described in detail in Appendix C to this policy, as well as throughout the policy itself.

C. Title IX Coordinator

Morgan Levy serves as the University's Title IX Coordinator. Mrs. Levy oversees and provides leadership for the staff members who carry out investigations, compliance-related responsibilities and reporting of Sexual Misconduct. In addition to Mrs. Levy, deputy Title IX Coordinators have been designated in each of the schools of the University. Any student, applicant, faculty or staff member who has concerns about Sexual Misconduct is encouraged to seek the assistance of Mrs. Levy or a school's Deputy Title IX Coordinator. Mrs. Levy can be reached by phone at 585.275.7814 or email at TitleIX@Rochester.edu. Please see Appendix V for contact information for each of the Deputy Title IX Coordinators.

D. Application of this Policy to Off-campus Behavior

The University may investigate and respond (in accordance with this policy) to complaints of Sexual Misconduct by students that is reported to have occurred either on or off campus. Students may be subject to discipline for off campus conduct if it is associated with a University activity or raises considerable concerns that the individual or group poses a threat to the safety or welfare of the University community.

E. Distinction from Criminal Law

Some of the prohibited behaviors described in this policy are also violations of criminal law. When the University responds to a complaint under this policy it investigates and, if appropriate, issues sanctions using the standards described in this policy. There are significant differences between the standards for findings of a violation of this policy and the standards required for a determination of guilt under criminal law.

## II. **Important Definition: Consent**

As used in this policy, consent refers to Affirmative Consent. Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity.

Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity or gender expression. Whenever the word "consent" is used in this policy, it should be understood to mean affirmative consent as defined here.

There are several important principles to keep in mind:

- Relying solely upon non-verbal communication can lead to miscommunication. It is important not to make assumptions and if confusion or ambiguity on the issue of consent arises anytime during the sexual interaction it is essential that each person stops and clarifies, verbally, willingness to continue.
- Consent to any sexual act or prior consensual activity between or with any party does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual cannot otherwise consent. Depending upon the degree of intoxication, someone who is under the influence of alcohol, drugs or other intoxicants may be incapacitated and therefore unable to consent.
- Some indicators of incapacitation may include, but are not limited to, lack of control over physical movements, lack of awareness of circumstances or surrounds, or the inability to communicate for any reason. Among other circumstances, individuals may experience a blackout state in which they appear to be giving consent, but do not actually have conscious awareness or the ability to consent. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication.
- When a person's incapacitation is in question, the relevant standard that will be applied is whether the individual(s) knew, or a sober reasonable person in the same position should have known, that the other party was incapacitated and therefore could not consent to the sexual activity.
- Consent cannot be given when it is the result of any coercion, intimidation, force or threat of harm. Coercion and intimidation include (1) using physically or emotionally manipulative conduct against the complainant or (2) expressly or implicitly threatening the complainant or a third party with negative actions that would compel or induce a reasonable person in the complainant's situation to engage in the sexual activity at issue. Examples of sexual coercive statements include those such as; "I will ruin your reputation"; "I will tell everyone"; "your or education at UR will be over" or "I will post an image of you naked." Examples of force or a threat of harm include (1) using physical force or (2) a threat, express or implied, that would place a reasonable person in the complainant's situation in fear of physical harm to, or kidnapping of, themselves or another person. Coercion is evaluated based on the intensity, frequency and duration of the comments or actions.
- When consent is withdrawn or can longer be given, sexual activity must stop.
- According to New York State law, an individual cannot give valid consent if the individual is under 17 years old.

### III. Prohibited Behaviors<sup>2</sup>

The following behaviors are prohibited by this policy, and if engaged in by any student, may result in discipline. Throughout this policy, the term “Sexual Misconduct” shall be used to refer to any or all of the acts defined below.

A. Sexual Harassment is (1) any unwanted verbal, visual, written, electronic or physical conduct, of a sexual nature (2) that is intended to cause or could reasonably be expected to cause an individual or group to feel intimidated, demeaned, abused or fearful or have concern for their personal safety (3) because of their sex, sexual orientation, or gender identity or expression or because of their perceived or actual affiliation or association with individuals or groups identified by such characteristics. Sexual harassment prohibited under this policy can be classified as either hostile environment sexual harassment or quid pro quo sexual harassment.

a. *Hostile Environment Harassment*: A hostile environment based on sex, sexual orientation, or gender identity or expression exists when the conduct:

- is sufficiently severe or pervasive (meaning that the conduct is either of an extraordinarily severe or egregious nature or has been repeated with sufficient frequency or continually); in other words, typically a single offense or occasional, episodic instances of offensive behavior will not qualify as sufficiently severe or pervasive, but a single egregious offense (e.g., sexual assault) would, and
- objectively and subjectively has the effect of
  - unreasonably interfering with an individual’s work or equal access to education or
  - creating an intimidating, intolerable, or offensive work or academic environment.

Mere offensiveness is not enough to create a hostile environment.

In determining whether harassment has created a hostile environment, the University will consider not only whether the conduct was unwelcome to the person who feels harassed, but also whether a reasonable person in a similar situation would have perceived the conduct as violating this policy. Also, the following factors will be considered:

- The degree to which the conduct affected one or more students’ education or individual’s employment;
- The nature, scope, frequency, duration, and location of incident or incidents;
- The identity, number, and relationships of persons involved;
- The nature of higher education.

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<sup>2</sup> For information regarding New York state definitions of some of the terms used in this policy please see the “Think Safe” document produced by University DPS and located online at [http://www.publicsafety.rochester.edu/home\\_clery.html](http://www.publicsafety.rochester.edu/home_clery.html). The University’s definitions of sanctionable conduct may be different than state law.

b. *Quid Pro Quo Harassment*: Quid Pro Quo harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment or participation in a University activity:

- are conditioned upon, either explicitly or implicitly, submission to unwelcome sexual advances or requests for sexual favors, or
- such submission is a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program or activity.

Examples of quid pro quo harassment could include; a teaching assistant (TA) telling a student enrolled in their course that they will only grade the student's work fairly if the student agrees to have a sexual relationship with them or a student organization leader requiring a student who seeks to join their organization to engage in sexual activity with the leader in order to obtain membership.

Sexual harassment can take many forms:

- It can occur between equals (e.g., student to student) or between persons of unequal power status (e.g. student leader to first-year student). Although sexual harassment often occurs in the context of an exploitation of power by the individual with the greater power, a person who appears to have less power in a relationship can also commit sexual harassment (e.g., student harassing faculty member).
- It can be committed by an individual or may be a result of the collective actions of an organization or group.
- It can be committed against an individual, an organization or a group.
- It can be committed by an acquaintance, a stranger, or someone with whom one has a personal, intimate or sexual relationship.
- It can occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.
- It does NOT have to include intent to harm, be directed towards a specific individual, or involve repeated incidents.

The following types of behavior may constitute sexual harassment:

- Unwanted comments about an individual's body, clothing or lifestyle that have sexual implications or demean the individual's sexuality or gender;
- Unwanted sexual flirtations, leering or ogling;
- Unwanted sexual advances and propositions;
- Unwanted display of sexually demeaning objects, pictures or cartoons in areas visible to other members of the University community;
- Threats or insinuations that an individual's refusal or willingness to submit to sexual advances will affect the individual's terms or conditions of employment, educational benefits, academic grades or opportunities, living environment or participation in a University activity;
- Unwanted and intentional sexual touching, patting, pinching, or brushing another's body or clothing;

- Stalking in person or by electronic means;
- Dating or domestic violence;
- Sexual assault.

For additional examples, please see appendix B.

B. Sexual Assault is a type of sexual harassment. Consistent with federal law, the University defines sexual assault as including actual or attempted sexual contact, however slight, with another person without that person's consent. Sexual assault includes, but is not limited to:

- a. Involvement in any sexual contact when the victim is unable to consent;
- b. Intentional and unwelcome touching of, or coercing, forcing, or attempting to force another person to touch a person's intimate parts (defined as genital area, anus, groin, inner thigh, buttocks, or breast), including over a person's clothing;
- c. Sexual intercourse without consent, including acts commonly referred to as "rape." This includes penetration of vagina or anus with a body part or object and forced oral sex.
- d. Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent. In New York, the statutory age of consent is 17 years old.

C. Dating or Domestic Violence is abuse or violence by a person against another with whom the person is or was engaged in an intimate, romantic or family relationship, which causes or could reasonably be expected to cause significant physical, emotional or psychological harm. Dating or Domestic Violence includes:

- a. Physical violence that causes bodily injury;
- b. Purposefully or knowingly causing reasonable fear of bodily injury;
- c. Emotional abuse creating fear of bodily injury or property damage;
- d. Repeated communication through any means, anonymously or not, with intent to intimidate, terrify or threaten.

D. Sexual Exploitation occurs when a person takes non-consensual, sexual advantage of another for one's benefit or the benefit of another party. Examples of sexual exploitation include but are not limited to observing or recording others engaged in sexual or private activity (such as undressing or showering) without the consent of all involved; or sharing or otherwise distributing intimate pictures of another without the photographed person's clear consent or in a way that exceeds the bounds of consent established by the photographed person; or exposing one's genitals in non-consensual circumstances; or engaging in sexual activity with another while knowingly infected with a sexually transmitted disease (STD) or sexually transmitted infection (STI) without informing the other person of such infection.

E. Stalking is conduct directed at a specific person that would cause a reasonable person to fear harm to his/her/their health or safety, or that of a person he/she/they are close to, such as a friend or family member, or suffer substantial emotional distress. Stalking, when committed on the basis of sex, is a form of sexual harassment. Stalking behaviors can include but are not limited to the following:

- a. Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, texts, written letters, gifts, or other communications that are undesired by the recipient;
- b. Pursuing, following, waiting or showing up uninvited at or near a residence, workplace, classroom, or other place frequented by the victim;
- c. Surveillance, including by the use of technology, or other type of observation, including staring or “peeping”;
- d. Gathering information about an individual from friends, family co-workers, or devices

F. Retaliation is any adverse action taken by a member of the University community against a person because of the person’s participation in a complaint or investigation of Sexual Misconduct that is intended to, or could reasonably be expected to, dissuade a reasonable person from making a claim or participating in an investigation in the future.

G. Aiding or facilitating is any action or course of action that assists, promotes or encourages the commission of a violation under this policy. Aiding or facilitating may also include failing to take action to prevent an imminent act when it is reasonably prudent and safe to do so. Taking action may include direct intervention, calling DPS or local law enforcement or seeking assistance from a person in authority.

H. Failing to Control Guests. Students’ failure to take reasonable steps to prevent their guests from violating the code of conduct may result in those students being charged for a violation of this policy.

#### **IV. Reporting Statement**

The University can only act to prevent Sexual Misconduct from reoccurring in the future, and to remediate such conduct that has occurred, if it is made aware of such conduct. The University encourages individuals to report incidents of Sexual Misconduct so steps can be taken to remediate and prevent such conduct from occurring again. Students have the right to file a report of sexual harassment, sexual assault, domestic violence, dating violence, and/or stalking and to request that student sexual misconduct policy conduct charges be filed against another student in proceedings governed by New York State Education Law Article 129B and outlined in this document. Students also have the right to consult the Title IX Coordinator or any of the confidential or private resources below for information and assistance.

All members of the University community are encouraged to report any instances or claims of Sexual Misconduct, to the Title IX Coordinator. Responsible Employees who receive or learn of reports or concerns of Sexual Misconduct as defined within this policy must promptly (as soon as practical as and no later than 48 hours) report to the University Title IX Coordinator.

Responsible Employees at the University of Rochester include professional and student staff members in the Office of Residential Life, including resident advisors (RAs), community assistants (CAs), graduate head residents (GHRs), graduate community assistants (GCAs) and graduate housing assistants (GHAs). Other Responsible Employees include DPS, the professional staff members in student life offices in each of the University’s schools, and the Deputy Title IX Coordinators at each school and within the Department of Athletics.

No employees other than those listed here have the role and authority to respond to and correct Sexual Misconduct.

## **V. Investigations**

All students have the right to a prompt response to their complaint and to have the complaint investigated and adjudicated in a fair, impartial, timely, and thorough manner by individuals who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, the rights of the respondent<sup>3</sup>, including the right to a presumption that the respondent is “not responsible” until a finding of responsibility is made pursuant to the provisions of NYS Education Law Article 129B and this policy. Investigations must also be conducted in a manner that provides a meaningful opportunity to be heard and is conducted by individuals without a conflict of interest.

During this investigation both the declarant and the respondent will have the opportunity to offer evidence.

If a party to a sexual misconduct complaint is concerned that an individual involved in the investigation or adjudication of their complaint has a conflict of interest they can request that individual be removed from the process. Requests for removal based on a conflict of interest should be submitted via e-mail to the Title IX Coordinator or to the judicial officer.

All students have the right to have written or electronic notice, provided in advance pursuant to the college or university policy and reasonable under the circumstances, of any meeting they are required to or are eligible to attend, of the specific rule, rules or laws alleged to have been violated and in what manner, and the sanction or sanctions that may be imposed on the respondent based upon the outcome of the judicial or conduct process.

## **VI. Reporting Options and Confidentiality**

As a community, we believe it is imperative that students are able to access support services offered by the University even if they do not wish to formally report the incident to the University. You have the opportunity to speak with someone who can answer questions about something you experienced or observed and discuss options for moving forward without fear that doing so will automatically set into motion a formal investigation. In order to make the best decision about where to go for this conversation, it is important that you understand the places on campus where you can speak with full confidentiality and the places that can offer privacy; as well as the difference between the two.

### **A. Confidential Resources:**

Individuals who are confidential resources can assist in obtaining resources and will not report information shared with them to law enforcement or college officials without your permission, except in extreme circumstances, such as a health and/or safety emergency, imminent threat to self or others, or where there is mandatory reporting of suspected child abuse. Accordingly, sharing information with a confidential resource will not result in a report to the University, an investigation, or disciplinary action. In order to initiate an investigation or disciplinary action, a report must be made through one of the non-confidential options described in this policy.

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<sup>3</sup> In the conduct process, students who are alleged to have violated the Sexual Misconduct policy are referred to as “respondents” and individuals who have reported that they have been victim of behavior that violates the Sexual Misconduct policy are referred to as “declarants”.

Confidential Resources are not required to report the details of an incident to the Title IX Coordinator, however, they are asked to submit a report with information regarding the date, time and location of the incident as well as the type of conduct that occurred. The report does not need to include any personally identifiable information regarding the individuals involved in the incident.

Honoring your request for confidentiality may limit our ability to meaningfully investigate and pursue disciplinary action against an accused individual.

There are two types of Confidential Resources available to you: University and Off-Campus.

University Confidential Resources include:

University Counseling Center

River Campus Office (585) 275-3113

Third Floor, UHS building 738 Library Road

Susan B. Anthony Circle

Eastman School Office (585) 275-3113

ESM Living Center, Room 107

A limited number of appointments available. Call (585) 275-3113 to schedule an appointment.

*University Health Service*

UHS River Campus (585) 275-2662

1st Floor, UHS Building

738 Library Road, River Campus

UHS Medical Center Office (585) 275-2662

Room 1-5077, UR Medical Center

(The entrance is at 250 Crittenden Blvd.)

UHS Eastman School Office (585) 274-1230

Room 106, ESM Student Living Center

- Non-professional counselors and advocates: These individuals can also assist you without sharing information that could identify you. At the University of Rochester, this includes:

*University Chaplains*

Interfaith Chapel, River Campus (585) 275-4321

500 Wilson BLVD

University Chaplains Office, URM C (585) 275-2187

1-3302, UR Medical Center

Off-campus Confidential Resources include:

*RESTORE Sexual Assault Services* (800) 527-1757

Crisis services offices will generally maintain confidentiality unless you request disclosure and sign a consent or waiver form. More information on an agency's policies on confidentiality may be obtained directly from the agency.

*Sexual Assault Nurse Examiner (SANE)* at Strong Memorial Hospital

Note that medical office and insurance billing practices may reveal information to the insurance policyholder, including medication and/or examinations paid for or administered. The New York State Office of Victim Services may be able to assist in compensating victims/survivors for health care and counseling services, including emergency compensation. More information may be found here: <https://ovs.ny.gov/sites/default/files/brochure/ovs-brochure-final-web.pdf>, or by calling 1-800-247-8035. Options are explained here: <https://ovs.ny.gov/help-crime-victims>.

B. Privacy versus Confidentiality

UR offices and employees who are not Confidential Resources can assist in helping students obtain resources and will maintain your privacy at all times, meaning that the information you provide to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution. A list of offices that can provide private guidance related to sexual misconduct can be found online at <https://www.rochester.edu/sexualmisconduct/resources.html>.

The University will seek consent from you prior to conducting an investigation. You may decline to consent to an investigation, and that determination will be honored unless we determine that failure to investigate may result in harm to you or other members of the UR community. If we determine that an investigation is required, we will notify you and take immediate action as necessary to protect and assist you.

If you disclose an incident to a non-confidential resource, but wish to maintain confidentiality or do not consent to the institution's request to initiate an investigation, the Title IX Coordinator will weigh your

request against our obligation to provide a safe, non-discriminatory environment for all members of our community, including you. The factors to be considered include, but are not limited to:

- whether the accused has a history of violent behavior or is a repeat offender;
- whether the incident represents escalation from previously noted behavior,
- the increased risk that the accused will commit additional acts of violence;
- whether the accused used a weapon or force;
- whether the victim/survivor is a minor; and
- whether we possess other means to obtain evidence such as security footage, and whether the report reveals a pattern of perpetration at a given location or by a particular group.

C. Public Awareness/Advocacy Events

If you disclose a situation through a public awareness event such as “Take Back the Night,” candlelight vigils, protests, student organization or other event or forum, or other public event, the UR is not obligated to begin an investigation. UR may use the information you provide to inform the need for additional education and prevention efforts.

D. Institutional Crime Reporting

Reports of certain crimes occurring in certain geographic locations will be included in the UR Clery Act Annual Security Report in an anonymized manner that neither identifies the specifics of the crime or the identity of the victim/survivor.

## **VII. Interim Protective/Mitigating Measures**

We will assist you with academic, housing, transportation, employment, and other reasonable and available accommodations regardless of your reporting choices based on the following analysis:

- a. If it could improve safety
- b. Prevent retaliation
- c. And/or avoid an ongoing hostile environment

We also may take proactive steps, such as training or awareness efforts, to combat sexual violence in a general way that does not identify you or the situation you disclosed. In addition, students accused of Sexual Misconduct may be subject to other interim actions, such as summary suspension. The University’s policy on Interim Actions and Other Restrictions is at page 17 of the Standards of Student Conduct.

### Requesting Interim Measures and Accommodations

Students who would like to request an interim measure or accommodation should contact the University Title IX Coordinator by e-mail at [morgan.levy@rochester.edu](mailto:morgan.levy@rochester.edu) or the Deputy Title IX Coordinator for their school (please see list of coordinators with contact information online at <https://www.rochester.edu/sexualmisconduct/titleIXcoordinatoranddeputycoordinators.html>). The coordinator will

assess the request for an accommodation and inform the student whether or not it has been granted. If a student's request is denied they will be afforded a prompt review, reasonable under the circumstances, of the need for, and terms of, the accommodations and shall be allowed to submit evidence in support of his/her/their request for review. Information about how to make a request for a review of the decision will be provided in the letter discussing the resolution of the request. Students generally will not incur any costs associated with interim measures provided by the University.

### Examples of Protective Measures

#### *Active Avoidance Orders (AAO)*

Active Avoidance Orders are issued by the judicial officer, DPS or the University Title IX Coordinator in order to limit the contact between two or more students that are engaged in an interpersonal conflict. An Active Avoidance Order is not considered disciplinary action and in cases of alleged misconduct, may be imposed prior to a conduct hearing. Failure to abide by an Active Avoidance Order may result in arrest, additional conduct charges, interim suspension or other sanctions as deemed appropriate by the judicial officer. If either party violates the Active Avoidance Order, the other party should contact the judicial officer or DPS.

In situations in which an Active Avoidance has been issued, one or both parties are instructed to make no contact with the other party(s) by any means whatsoever. Each party is instructed to respect the need for each individual to be able to manage his/her/their University duties with a minimum of contact with the other(s). All individuals are also instructed to act reasonably and responsibly should incidental contact occur. If the respondent and the reporting individual observe each other in a public place, it is the responsibility of the respondent to leave the area immediately and without directly contacting the reporting individual.

When an Active Avoidance Order is issued or subsequently modified or changed, each party receives a letter instructing them to avoid all contact with the other party. This letter also contains instructions for how to submit an appeal and the proper action to take if the other party violates the order.

Both the respondent and the reporting individual shall, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for, and terms of, the AAO and shall be allowed to submit evidence in support of his/her/their request for review. Information about how to make a request for a review is found in the AAO letter issued.

The University reserves the right to notify DPS and Residential Life staff as well as appropriate deans, department heads, supervisors, and Human Resources representatives on a need to know basis. These individuals may notify the appropriate staff members, limiting the number of staff notified to the minimum number of people who need to know.

In all instances, all parties are expected to avoid all contact with each other, while respecting each individual's right to free access to the campus community. Occasionally, an individual's access to certain optional activities or facilities may be restricted. There are three categories of activity to which the Active Avoidance Policy may apply:

- a. Activities related to the performance of academic duties, e.g., attending classes, conducting research for a course, membership on committees or student groups, graduation exercises, etc.

- b. Use of common University facilities, e.g., Wilson Commons, dining facilities, parking areas, libraries, computing facilities, copy centers, access to health care facilities, etc.
- c. Voluntary or optional use of University facilities not related to academic performance, e.g., athletic facilities, attendance at sporting events, public events such as (non-required) lectures, concerts, or rallies, etc.

In all instances when the Active Avoidance Policy is implemented, it is the University's goal that all parties are allowed to continue to function within the environment.

In cases of alleged misconduct, it is the respondent's primary responsibility to initiate leaving the area should both parties find themselves occupying the same space. This responsibility remains in effect unless leaving an area would constitute interference with the respondent's ability to fulfill his/her/their academic or work responsibilities.

The following guidelines may be used as examples of instances when contact may potentially occur. This list is not exhaustive or intended to limit application of this policy to other situations not described here:

- a. In all instances that involve an inadvertent one-to-one encounter (e.g., in the parking lots, in a hallway or stairwell, walking to or from one area to another), the respondent is instructed to leave the area immediately.
- b. In instances in which attendance at an event or function which involves a group of people is required by both parties (e.g., a required seminar or workshop, etc.), the respondent is instructed to delay entry to that area for as long as possible. If both parties must attend the same event or function, the respondent must take steps to avoid contact with the other party, such as positioning him/her/themselves far away and not in the other party's direct line of vision.
- c. In instances in which attendance by the accused is not required (e.g., at sporting events, public events, concerts, rallies, etc.), once the respondent becomes aware of the other party's presence, he/she/they are instructed to leave the area immediately or to delay entry until the other party has left.

Each party is instructed to make contact with DPS when a situation occurs in which one party feels threatened by another party's presence or behavior. All parties are further instructed to contact the judicial officer if one party attempts to make contact with the other or fails to leave an area. Individuals should not attempt to enforce the AAO or confront the other party if they are not complying with the AAO.

### *Orders of Protection*

The University can assist students in obtaining an order of protection from the family or criminal court system. An order of protection is a document issued by a court to limit the behavior of someone who harms or threatens to harm another person. You can find out more about orders of protection from the New York State Courts website: <https://www.nycourts.gov/faq/orderofprotection.shtml> Students who would like assistance in obtaining an order of protection can contact the University Title IX Coordinator, the Deputy Title IX Coordinator for your school or DPS.

### **VIII. Medical Amnesty and Sexual Misconduct**

The health and safety of every student at the University of Rochester is of utmost importance. The University of Rochester recognizes that student who have been drinking and/or using drugs (whether the use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University of Rochester strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to institutional officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to University of Rochester officials or law enforcement will not be subject to the University of Rochester's code of conduct action for violations of the alcohol and/or other drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, sexual harassment or sexual assault.

Some examples of how the medical amnesty policy works include the following:

- A student who is under the age of 21 and drank alcohol prior to being sexually assaulted cannot be subject to discipline for violating the alcohol policy when they seek help from the University for the assault.
- A student who used marijuana before finding a victim of sexual assault in their bathroom cannot be charged with violating the drug policy due to their personal use of marijuana prior to calling Public Safety for help.

### **IX. Advisors**

Any student who wishes to speak with someone at the University regarding an incident of Sexual Misconduct has the right to be accompanied by an advisor of choice (at the party's own expense, if the advisor is a paid advisor) who can assist and advise throughout the student Sexual Misconduct hearing process, including during all meetings and hearings related to such process. Students are strongly encouraged to identify an advisor with whom they feel comfortable as soon as practical and can request a referral to an advisor from the Title IX Coordinator or from the Center for Student Conflict Management.

Advisors play an important role in supporting students in a sexual misconduct process. The following guidelines have been identified to ensure advisors are able to effectively assist their students during meetings and hearings:

- The advisor is present to provide support to the student and not to serve as a proxy voice for the student. Accordingly, advisors may not speak during the hearing process, including questioning witnesses, speaking to the board, or making statements or arguments.
- Advisors can confer quietly with their advisee as needed, but if there is a need for an extended discussion, the student should ask for a break in the proceedings.
- Advisors cannot direct the student how to answer a question. Advisors may not confer with their advisees or write notes to them when a question to them is pending-students should provide their own response to the question, not the response their advisor believes would be best.
- As this process is not a legal process, formal rules of evidence do not apply. Objections to questions or evidence are not permitted.
- Advisors generally should conduct themselves quietly and professionally and must not disrupt the proceedings.

## **X. Conduct Process for Sexual Misconduct**

The University's judicial officer, who works within the Office of the Dean of Students (ODOS), is responsible for adjudicating complaints of Sexual Misconduct by students. The judicial officer may designate another staff member to perform the duties of the judicial officer at any time. Any time the term "judicial officer" is stated in this document it should be interpreted to mean judicial officer or designee.

In consultation with the Title IX Coordinator, the judicial officer determines whether or not an administrative hearing is an appropriate response to the complaint after reviewing the investigative reports prepared by DPS. Upon this review the judicial officer decides whether or not there is sufficient cause to initiate the conduct process or pursue alternative means for resolution.

### **A. Timeline**

When a student requests that the University investigate and respond to a report of Sexual Misconduct, DPS will begin an investigation which typically takes approximately two weeks to complete. The judicial officer requests a meeting with the involved students within two business days of receiving the final investigative report from DPS. If an administrative hearing is necessary, students receive two weeks advance notice of the hearing date. The total expected timeline from time of report to outcome is typically 4 weeks but the process may take longer to complete.

If a party to a sexual misconduct complaint is concerned that an individual involved in the investigation or adjudication of their complaint has a conflict of interest they can request that individual be removed from the process. Requests for removal based on a conflict of interest should be submitted via e-mail to the Title IX Coordinator or to the judicial officer.

If a report has been filed with both an outside police agency, and the University, the University will generally continue to investigate and, if appropriate, conduct a hearing pursuant to this policy without regard to the timing or progress of the criminal proceeding. However, in some cases, the University may delay temporarily its internal processes while a law enforcement investigation is ongoing. Such delays will not last more than ten days except when law enforcement authorities specifically request and justify a longer delay.

### **B. Order of Conduct Process**

1. *Initial Meeting(s)*: When a student is reported to have engaged in behavior that violates this Policy, the judicial officer reaches out to the student and schedules an initial meeting. During this meeting the student has the opportunity to read available reports and share his/her/their perspective about what happened.

During this meeting the judicial officer may work with the student to determine whether or not the student accepts responsibility for the possible policy violation. If the student accepts responsibility, and the declarant agrees to resolve the issue without a hearing, the complaint can be resolved at that time. If a student needs to participate in a formal conduct hearing, a pre-hearing conference meeting can be scheduled.

2. *Pre-Hearing Conference Meeting(s)*: The judicial officer meets with the declarant and the respondent separately to provide and explain the hearing notification letter which outlines the charges to be addressed in the hearing and to discuss the date, time and location of the hearing. The hearing date is generally no less than 2 weeks from the issuance of this notification letter. During this meeting the judicial officer also explains the hearing process in detail, answers any questions and provides access to the relevant investigative reports prepared by DPS for the process. The judicial officer also explains deadlines for submitting evidence and names of potential witnesses (typically this information is due one week prior to the hearing). Please note that character witnesses are not permitted in hearings.
3. *Hearing*: Sexual Misconduct hearings can use multiple forums as determined by the judicial officer: (a) video conference from multiple locations either on campus or away from campus (b) private conference room spaces on campus (c) audio only phone conference. No matter the forum for the hearing, respondents and declarants shall never communicate directly to each other or see each other; all hearings are chaired by the judicial officer along with at least one additional University administrator chosen by the judicial officer. All hearing board members must have received annual training on issues related to acts of sexual or gender-based misconduct, including how to conduct an investigation and hearing process in a way that protects the safety of the declarant and promotes accountability, the effects of trauma, impartiality, the rights of the respondent (including the right to a presumption that the respondent is not responsible until a finding of responsibility is made pursuant to this policy), and applicable University policies and procedures. Through this objective and fair process that provides a meaningful opportunity for all parties to be heard and is guided by the fundamental fairness standards below, the judicial officer determines (a) whether, based on a preponderance of evidence (whether it is more likely than not), a violation occurred and (b) appropriate sanction(s) for a finding of responsibility.
4. *Post Hearing Meeting*: After the hearing the judicial officer will communicate with the respondent and declarant to discuss the outcome of the hearing and share information about how to submit an appeal.<sup>4</sup>

C. Fundamental Fairness in Hearing Process

The fundamental fairness points outlined below apply to all students who participate as declarants or respondents in Sexual Misconduct hearings to determine whether the Sexual Misconduct policy has been violated.

1. All charges must be in writing and presented to the respondent and declarant at the time of notification of the hearing.

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<sup>4</sup> If the respondent is a student in SMD or SON, the judicial officer will disclose the findings, recommendations, and relevant case materials to the appropriate disciplinary body within the school in which the student is enrolled. That body will make the ultimate determination regarding the sanction and will communicate the result to the respondent.

2. The notice of charges shall include a reference to the specific provision(s) of this policy alleged to have been violated and the possible sanctions that may be imposed if the respondent is found responsible. This notice shall also include, to the extent known, the date, time, location and factual allegations concerning the alleged violation.
3. The respondent and declarant shall be informed of their rights in the pre-hearing conference meeting with the judicial officer.
4. Except in cases where a hearing is required, the respondent and declarant will generally be offered the opportunity to resolve the case through a responsible option. Once a responsible option has been offered each party will be afforded two (2) days to inform the judicial officer whether he/she/they wish to resolve the complaint without a hearing.
5. If a hearing will be held the respondent and declarant shall typically be afforded at least 14 days' notice of the hearing date in writing; however, the judicial officer may extend or shorten time lines to accommodate the academic calendar or other extenuating circumstances.
6. Relevant reports, documents and other evidence may be shared with the respondent and declarant electronically or will be made available for review in the Center for Student Conflict Management prior to the hearing, in the judicial officer's discretion. These materials may not be duplicated by anyone other than the judicial officer. New information may not be submitted after the case file is closed which normally occurs 7 days prior to the hearing, unless extraordinary circumstances have prohibited the inclusion of such information within the standard timeline.
7. The respondent and declarant shall each have the right to be accompanied by an advisor of their choice as described in Section IX of this policy. Names of potential advisors who are well informed about conduct procedures are available from the Center for Student Conflict Management. Respondents and declarants are strongly encouraged to choose an advisor knowledgeable in the conduct process.
8. The respondent and/or declarant will participate in the hearing while seated in separate hearing rooms connected electronically (unless both parties agree otherwise) in order to allow full participation of the parties.
9. Hearings are recorded. A recording of the hearing will be available for review by the parties and their advisors in the event of an appeal, and shall otherwise be maintained and available for review by the parties for a period of not less than five years after the hearing. The recording remains the property of the University and will not generally be released outside the University.
10. The respondent and declarant shall each have the opportunity to present evidence and testimony at the hearing as well as answer questions and to submit the testimony of material witnesses on his/her/their own behalf. Relevant witness statements, public safety reports, residential life incident reports, and depositions shall be acceptable as documentation submitted to a board. All other documentation is subject to review by the judicial officer prior to the time of the hearing. Copies will not be released.
11. All relevant evidence and testimony, including the relevant security reports, the text of statements made by the respondent and declarant prior to the hearing, and any relevant physical evidence shall be available to both respondent and declarant for potential use at the hearing; however, legal rules of evidence shall not apply. The judicial officer will have discretionary authority to determine whether particular questions, evidence or information will be accepted or considered, including

whether a particular witness will or will not be called and, if called, the topic(s) that the witness or the parties will be permitted to address.

12. The declarant and the respondent shall have the right to exclude their own prior sexual history with persons other than the other party and/or their own mental health diagnosis and/or treatment from admission in the hearing for purposes of determining responsibility. Past findings of violations of this and other institutional policies (including violations involving Sexual Misconduct) may be considered for sanctioning purposes.
13. The respondent and declarant shall have the opportunity to question (indirectly or directly as determined by the judicial officer) all witnesses present during the hearing. This does not necessarily include the right to confront witnesses in person.
14. The respondent and declarant will be given an opportunity to make impact statements which will become part of the case record to be reviewed by the judicial officer and by any panel considering an appeal.
15. The respondent and declarant as well as all other participants are expected to cooperate during the hearing and be truthful in their testimony and responses to questions. If a respondent or declarant does not attend a hearing or declines to give testimony or answer questions, the hearing board shall consider the available evidence and decide the case based on consideration of that evidence.
16. The judicial officer shall determine whether it is more likely than not (i.e., by a preponderance of the evidence) that the respondent violated the student Sexual Misconduct policy.
17. The judicial officer will notify the respondent and the declarant of the decision (including the rationale for the decision and sanctions (if any), and any findings of fact) simultaneously in writing.<sup>5</sup>
18. The respondent and declarant have the right to appeal a final decision to an appeal panel which is fair and impartial and does not include individuals with a conflict of interest (see below).
19. Both the respondent and the declarant will be informed of the outcome of the hearing and the outcome of any appeal without a commitment to protect the confidentiality of the information. It shall be the decision of each party whether that party will disclose or discuss the outcome of the hearing and/or the appeal. It is important to note however, that all information obtained during the course of the judicial process is protected from public release until the appeals panel makes a final determination unless otherwise required by law.

D. Potential Sanctions

Typical sanctions for Sexual Misconduct may include disciplinary probation, active avoidance orders, prohibition from various areas and events, and educational assignment to expulsion from the University. Students responsible for assaulting another person should expect, minimally, to be suspended from the University; in many cases, expulsion will result. The full range of other commonly-used sanctions at the University, some of which may be used in cases of Sexual Misconduct, is detailed in the Standards of Student Conduct.

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<sup>5</sup> If the respondent is a student in SMD or SON, the judicial officer will disclose the findings, recommendations, and relevant case materials to the appropriate disciplinary body within the school in which the student is enrolled. That body will make the ultimate determination regarding the sanction and will communicate the result to the respondent.

*Note about Transcript Notations:* As required by law, transcripts of students found responsible for certain Sexual Misconduct violations and suspended or expelled will bear a notation indicating that finding and sanction. University of Rochester Transcript Notation Policy

Any undergraduate or graduate student who is charged with a non-academic disciplinary violation may have the phrase “disciplinary charges pending” added to any transcript issued after charges are formally brought by the University. If the student is found not responsible for the violation, the notation will be removed. If the student is found responsible and suspended or expelled, the transcript will say the sanction was imposed “after a finding of responsibility for a code of conduct violation.”

Notations of expulsion shall be permanent. Notations for suspension may be removed one year after the suspension period has ended. Students may petition for removal of the notation at the end of the suspension period unless their suspension was for conduct that would be a “Crime of Violence” under the Clery Act (crime of violence definitions appear in the University publication Think Safe). Students who withdraw with pending, unresolved disciplinary charges will have a permanent notation on their transcript that they withdrew with conduct charges pending. The full Transcript Notification Policy can be found on page 16 of the Standards of Student Conduct.

#### E. Appeals

1. *Grounds for Appeal:* Appeals are heard by a panel of three staff members who have received training similar to what hearing board members receive. Information regarding how to submit an appeal is provided in the decision letter at the conclusion of the hearing process. An appeal is intended to provide an opportunity to consider previously overlooked, exceptional, or unfair circumstances pertinent to the case. It is not intended to be a rehearing of the events presented at the original hearing. The only grounds on which an appeal can be made are:
  - The sanction was not appropriate
  - New information exists that was not available at the time of the hearing and this information is sufficient to alter the decision
  - A procedural error occurred during the process that is substantive enough to alter the decision
  
2. *Process of Appeal:* An appeal must be made in writing to the panel as described in the decision letter within the timeline established in the letter officially stating the original decision. Instructions on how to submit an appeal letter are included in the decision letter. The appeal letter should state the grounds on which an appeal is made and what the student believes supports an appeal on those grounds. The appeal panel may review some or all of the material from the original hearing when considering an appeal and may consult with anyone they feel would be helpful in deciding the appeal. The appeal panel is not required to meet with the parties, but if it chooses to meet with either party, it must meet with the other party as well.

When one party to the case appeals the decision, the appeal panel notifies the other party that an appeal has been submitted. The second party has 7 days from this notification to respond to the appeal in writing explaining his/her/their perspective of merit of the issues raised. The appeal

panel then responds to both parties with a final determination, typically within 7 days of the submission of all appeal documentation.

3. *Effect of Appeal:* Both parties receive a written decision from the appeal panel. On appeals, the panel may uphold or modify the decision and/or the sanction (if applicable), or the case may be referred back to the original hearing board or a new hearing board for a new or further hearing. At the discretion of the appeal panel and upon the recommendation of the judicial officer, where appropriate, all or some of the sanctions may be suspended pending the final decision.

**Appendix A**  
**Title IX Coordinators**

University Wide	Morgan Levy, Title IX Coordinator 585-275-7814 <a href="mailto:Morgan.Levy@rochester.edu">Morgan.Levy@rochester.edu</a>
Arts, Sciences and Engineering	Dawn Bruner, Deputy Coordinator 510 Wilson Commons, 585-275-4085 <a href="mailto:Dawn.Bruner@rochester.edu">Dawn.Bruner@rochester.edu</a>
Eastman School of Music	John Hain, Deputy Coordinator 26 Gibbs Street, 585-274-1020 <a href="mailto:jhain@esm.rochester.edu">jhain@esm.rochester.edu</a>
School of Medicine and Dentistry	Evelyn Parker, Deputy Coordinator 600 Elmwood Ave, Room 1-4444A, 585-276-7650 <a href="mailto:Evelyn_Parker@URMC.Rochester.edu">Evelyn_Parker@URMC.Rochester.edu</a>
School of Nursing	Kristin Hocker, Deputy Coordinator HWH 4W163/601 Elmwood Ave, 585- 275-0961 <a href="mailto:Kristin_Hocker@urmc.rochester.edu">Kristin_Hocker@urmc.rochester.edu</a>
Simon School of Business	Karen Mach, Deputy Coordinator 202E Schlegel Hall, 585-275-8041 <a href="mailto:karen.platt@rochester.edu">karen.platt@rochester.edu</a>
Warner School	Brian Brent, Deputy Coordinator 422 LeChase Hall, 585-275-3930 <a href="mailto:bbrent@warner.rochester.edu">bbrent@warner.rochester.edu</a>
Athletics and Recreation	Kristine Shanley, Deputy Coordinator 1115 Goergen Athletic Center 585-275-6277 <a href="mailto:Kristine.Shanley@rochester.edu">Kristine.Shanley@rochester.edu</a>

## Appendix B

The following scenarios illustrate how choices during situations common to college life, can result in a finding of a responsibility for violating our code of conduct. These scenarios were designed to clarify details of the policy and do not reflect the factual complexities and ambiguities that Sexual Misconduct allegations typically include.

- Angelique and Aaron have been in an ongoing relationship for a year-and-a-half and have engaged in consensual sexual intercourse. One night while becoming intimate, Angelique stops and says she doesn't feel like having sex that night. Aaron continues to touch her, saying that she got him excited and it wasn't fair of her to lead him on like that. Again Angelique tells him she does not want to have sex, and then is silent. Aaron decides she has given in, and proceeds to have sexual intercourse with her. *This is a violation of the Sexual Misconduct Policy. Aaron had sexual intercourse with Angela without her affirmative consent. The fact that Angela has freely consented to sexual intercourse with Aaron in the past does NOT mean he has her consent in this situation.*
- Robert and Felix have been flirting with each other all night at a party. Around 12:30 a.m., Felix excuses himself to find a bathroom. Robert notices Felix slurring his speech. Robert wonders if Felix went to the bathroom to vomit. When Felix returns, the two begin flirting more heavily and move to a couch. As the conversation continues, the two become more relaxed and more physically affectionate. Robert soon suggests they go back to his room, and Felix agrees. As they walk down the stairs, Robert notices that Felix looks unstable and offers his arm for support and balance. When they get back to his room, Robert leads Felix to the bed and they begin to become intimate. Felix becomes increasingly passive and appears disoriented. Robert soon begins to have sexual intercourse with him. The next morning, Felix thinks they had sex but cannot piece together the events leading up to it. *This is a violation of the Sexual Misconduct Policy. Felix was clearly incapacitated due to alcohol and thus unable to consent to engage in sexual activity with Robert.*
- Erin is talking to several of her friends in the hallway at a crowded party. Chang, a student she knows from chemistry class, comes up behind her and places his arms around her waist. She says hi to Chang and continues her conversation. After a while, she realized that Chang has moved his hands up to her breasts. She turns to him and tells him to stop, saying she doesn't want to be touched in that way and that he should have more respect for her. He laughs, tells her she takes herself too seriously, and again begins to grope her. This is a violation of the Sexual Misconduct Policy. Chang touched Erin in a sexual way without her consent, and continued to do so after she told him to stop. This behavior is a form of Sexual Misconduct.
- Kalliyah and Noah have been together for six months. She often tells her friends stories of Noah's sexual prowess, and decided to prove it to them. One night, she and Noah engage in consensual sexual intercourse. Without Noah's knowledge, Kalliyah sets up her digital camera to videotape them having sex. The next evening, she uploads the video to an online video-sharing site and discusses it with her friends online. *This is a violation of the Standards of Student Conduct prohibition against sexual exploitation. Noah's consent to engage in sexual intercourse with Kalliyah did NOT mean Kalliyah had obtained his consent to videotape it or broadcast the event to others.*
- John and Myra have been intimate for several days. One night, Myra calls John and asks him to come over. When he arrives, Myra kisses John passionately and leads him into the bedroom. They each express their excitement and desire to hook up, and are soon making out heavily in Myra's bed. After a while, John tries to engage in oral sex with Myra. Myra tells John that she really likes him, but that she doesn't feel ready for that. John tells Myra she's just being shy, and ignores her when she repeats that she doesn't feel ready. John then accuses her of leading him on. Eventually, John proceeds with oral sex, although Myra never gave permission. *This is a violation of the Sexual Misconduct Policy. John did not receive consent from Myra and has committed Sexual Misconduct.*
- Pat and Sam have an interest in each other but have never become intimate because Sam has a

boyfriend back home. One night Pat and Sam meet at a party and begin making out on the dance floor. Eventually Sam invites Pat back to the dorm room where they have consensual intercourse. Sam's roommate enters the room and finds Sam and Pat in bed. Sam is distraught over the roommate finding them and fears that Sam's boyfriend back home may find out. Sam contacts the RA and claims there was no consent. *This is not a violation of the Sexual Misconduct Policy because it was reasonable, based on Sam's actions, for Pat to believe that Sam had consented.*

- Jen and Vince have been dating since high school and have had a volatile relationship. Late in the first semester of their junior year, Jen and Vince got into a big argument that involved a lot of yelling and screaming. They left each other late at night agreeing to talk more the following day. The next day, during Jen's first class, she receives 27 text messages from Vince. The messages say things like "leave class now or I will break up with you!" "You won't be able to afford the rent if you break up with me!" "I will tell your mother that you cheated on me." "I think the University would like to know about that big party you held for your sorority. You can't study abroad when you are on probation." Jen is scared and upset about the way Vince is asking and tells him to stop texting her. Vince continues to text her throughout the day. At night as she is going to bed, she sees him standing outside her residence hall staring up at her window. Jen calls DPS. *This is stalking in violation of the Sexual Misconduct Policy as Vince's behavior would cause a reasonable person to fear harm to his or her health or safety.*

*(Adapted from Duke University's Sexual Misconduct Policy)*

## Appendix C

### What You Can Do if You or Someone Else May Have Experienced Sexual Misconduct

If you or someone you know has experienced Sexual Misconduct the following options, among others described in the Policy, are available. You can:

**Meet with the University Title IX Coordinator or the Deputy Title IX Coordinator** in your school or another appropriate official trained in interviewing victims of sexual assault who will provide information regarding options to proceed, and where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible. This person will explain that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney. The University Title IX Coordinator is Morgan Levy. Ms. Levy can be reached by calling 585-275-7814 or via e-mail at [Morgan.Levy@rochester.edu](mailto:Morgan.Levy@rochester.edu). Please see appendix B for a list of the Deputy Title IX Coordinators at each school. The University Title IX Coordinator and the deputy title ix coordinators are private, not confidential resource.

**Make a formal report to Department of Public Safety (DPS) (585-275-3333):**

DPS can help you file a formal report to the University about the incident. DPS can also assist you in making a report to the appropriate legal authority (Rochester Police, Monroe County Sheriff's Office, etc.) You can choose to simultaneously report the incident to the University and the appropriate law enforcement agency for investigation and response. You can also choose to only report the incident to local law enforcement or only report the incident to the University.

The University will seek consent from you prior to conducting an investigation and you may decline to consent to an investigation. That determination will be honored unless we determine that failure to investigate may result in harm to you or other members of the UR community. If we determine that an investigation is required, we will notify you and take immediate action as necessary to protect and assist you.

If you disclose an incident to a non-confidential resource, but wish to maintain confidentiality or do not consent to the institution's request to initiate an investigation, the Title IX Coordinator will weigh your request against our obligation to provide a safe, non-discriminatory environment for all members of our community, including you. The factors to be considered include, but are not limited to:

- whether the accused has a history of violent behavior or is a repeat
- offender; whether the incident represents escalation from previously noted
- behavior, the increased risk that the accused will commit additional acts of
- violence; whether the accused used a weapon or force;
- whether the victim/survivor is a minor; and
- whether we possess other means to obtain evidence such as security footage, and whether the report reveals a pattern of perpetration at a given location or by a particular group.

If you choose to make a report to the University, DPS investigators will conduct an investigation, as appropriate, and send a report to the Center for Student Conflict

Management (CSCM). If they haven't done so already, staff members from the CSCM will then connect with you to discuss your options, including steps in the conduct process, resources available to support you, and the planned process for moving forward. If you make a complaint to the University you have the right to withdraw that complaint at any time.

**Request Interim Measures and Accommodations:** Accommodations are available to any student who has come forward about an incident of sexual misconduct. These accommodations are available to you, regardless of your decision to make a formal report. If you would like to request an accommodation, please either respond to this message or call me at 585-275-7814, Some things the University may be able to help arrange are (in no particular order):

- Helping Coordinate Alternative Housing, Transportation, and Classes: The University will discuss alternative housing, transportation to and from campus, and classes when that support is appropriate.
- Helping with Academic Accommodations: If you need academic accommodations due to this incident I can help you identify which accommodations you need and help you communicate those needs to your professors.
- Orders of Protection: The University can assist you obtaining an order of protection in family or criminal court and/or assist you receiving an Active Avoidance Order which is a University of Rochester document preventing one party from contacting another.

**Connect with a counselor at the University Counseling Center (585-275-3113):** University Counseling Center (UCC) can help provide mental health support during a difficult situation 24 hours a day with their on-call counselor and appointments are also available. Reports made to UCC or UHS are confidential.

**File a report with the appropriate police department.** DPS can help you connect with the appropriate law enforcement agency if you wish to report the incident to the police. Calling 911 to directly connect to local police is an option as well. The police officers who respond may take a report and explain possible legal options including temporary and permanent orders of protections. You can choose to simultaneously report the incident to the University and the appropriate law enforcement agency for investigation and response.

**Contact RESTORE (585-546-2777 or <https://restoresas.org/>)** RESTORE provides a 24-hour confidential hotline as well as advocacy support. RESTORE is not affiliated with the University of Rochester and reports made to RESTORE are confidential and will not be shared with the University.

**Confidentially disclose the incident and obtain services from the state or local government.**

**If the accused is an employee of the University, disclose the incident to University Human Resources through the policy 106 process.** The University's policy 106 process is utilized when a complaint of sexual misconduct is made against faculty, staff, residents, fellows, postdoctoral appointees, volunteers or a visitor to University property.

**File an anonymous report:**

If you wish to make a report about the incident to the University without including your name or personally identifiable information you may utilize the online sexual misconduct form. The

Sexual Misconduct report form is used to gather information about the date, type and location of an incident when the student who experienced the incident does not wish to disclose their identity and/or participate in the investigatory process. You can file a report online here: <https://www.rochester.edu/sexual-misconduct-report-form/>

**Do nothing:** Students may also make it known that they want nothing to be done with the situation right now. In those situations where students indicate that they would not like the University to investigate or respond to the report of the incident the University will most often honor those wishes. There are however, some circumstances, explained above, when concerns about the safety of the University community are raised by the report. In those circumstances the University will investigate and respond as appropriate without the cooperation of the student who made the initial report.

## RESOURCES

The following community and University of Rochester resources are available for assistance.

1. Rochester Area Resources (these agencies are not obligated to report to the University)
  - RESTORE Sexual Assault Services 585-546-2777
  - Rochester Police Department Emergency 911
  - Rochester Police Department Victims Assistance 585-428-6630
  - Monroe County Sherriff, Victims Assistance 585-753-4389
  - Monroe County District Attorney's Office Victim Assistance 585-428-5704
  - Monroe County Health Department 585-733-5391
  - Willow Domestic Violence Center Crisis Line 585-222-SAFE
  - Willow Domestic Violence Center Deaf Hotline TTY 585-232-1741
  - Saathi of Rochester 585-234-1050
  - Out Alliance Victim Resource 585-244-8640
  - Family Court Domestic Violence Hotline 585-753-4573
  - Legal Assistance of Western NY 866-341-7773
  - Legal Aid Society 585-295-5751
  
2. University of Rochester Resources
  - University Department of Public Safety 585-275-3333
  - Title IX Coordinator 585-275-7814
  - Center for Student Conflict Management 585-275-4085
  - University Health Service
    - River Campus 585-275-2662
    - Eastman School 585-274-1230
    - Medical Center 585-275-2662
  - University Counseling Center 585-275-3113
  - CARE network [rochester.edu/care](http://rochester.edu/care)

**Appendix  
D**

**Student Bill of Rights**

Under New York State law, all students have the right to:

1. Make a report to local law enforcement and/or State Police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.