

MANDATORY REPORTING

University employees are **REQUIRED** to report incidents of harassment or discrimination (including incidents of gender violence) to the **Equal Opportunity Compliance Coordinator** under the following circumstances:

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

CONFIDENTIAL RESOURCES

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

**Integrated Behavioral Health (IBH)
Employee Assistance Program**
1-800-395-1616

Crime Victims Council of the Lehigh Valley
801 Hamilton Street, Suite 300
Allentown, PA 18101
610-437-6611

Turning Point of the Lehigh Valley
444 E. Susquehanna Street
Allentown, PA 18103
610-437-3369

GENDER VIOLENCE REPORTING

Lehigh University Police Department (LUPD)
610.758.4200

Advocates
610.758.4763

Equal Opportunity Compliance Coordinator/
Title IX Coordinator
610.758.3535

NON-CONFIDENTIAL RESOURCES & SUPPORT

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

Human Resources

Judy Zavalydriga
610-758-3897
jaz308@lehigh.edu

Ombuds Office

Robert Thornton Susan Szczepanski
610-758-3460 610-758-3727

Bethlehem Police Department

610-865-7187 (non-emergencies)
University Phone: 9-911 (emergencies)
Non-University Phone: 911 (emergencies)

Individuals who violate the University's Policy on Harassment & Non-Discrimination may be subject to discipline up to and including termination of employment.



LEHIGH

UNIVERSITY

FACULTY & STAFF

Title IX:
Information on
Sexual Harassment
and Sexual
Misconduct

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



**The Office of Gender
Violence Education
& Support**

610-758-1303
ingves@lehigh.edu

**Karen A. Salvemini
Title IX Coordinator**

610-758-3535
eocc@lehigh.edu

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

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

MEDICAL TREATMENT AND PRESERVATION OF EVIDENCE

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

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

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

Sexually transmitted infections (STIs), pregnancy, and treatment of injuries can also be addressed by the local hospitals.

To
Preserve
Evidence of
Sexual
Misconduct:

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

COMMITMENT TO A SAFE AND SUPPORTIVE COMMUNITY

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

UNIVERSITY DEFINITION OF SEXUAL MISCONDUCT

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

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



UNIVERSITY DEFINITION OF CONSENT

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

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

INTERIM AND REMEDIAL MEASURES

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

- Temporary work restrictions
- Interim leave
- University no-contact orders
- Other interim protective measures, as appropriate

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

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

REPORTING OPTIONS

You may file both a criminal and a University complaint regarding sexual harassment and sexual misconduct.

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

The University has both an informal and formal resolution process, which is explained in more detail in the Policy on Harassment & Non-Discrimination.