

## CONFIDENTIAL RESOURCES

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Students who wish to talk confidentially about harassment or discrimination that they may have witnessed or experienced without initiating a report or investigation can contact the following resources:

**Counseling &  
Psychological Services**  
Johnson Hall, 4th Floor  
610-758-3880

**Chaplain's Office**  
The Dialogue Center  
661 Taylor Street  
610-758-3877

Only conversations with confidential resources remain confidential (not shared without permission); information shared with any other University employee is kept private to the extent possible but will be reported to the Equal Opportunity Compliance Coordinator.

## DISCRIMINATION & HARASSMENT

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**Discrimination** exists when one is subjected to negative or adverse treatment based on one or more protected characteristics that denies or limits the person's ability to obtain educational benefits.

**Harassment**, a form of discrimination, exists in two forms:

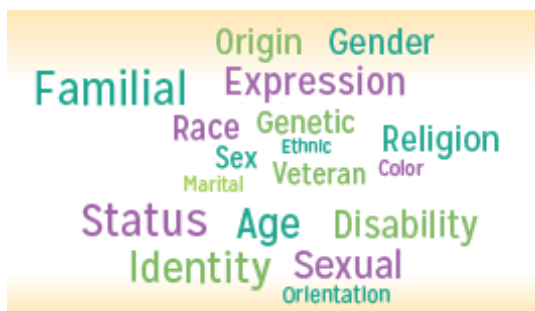
1. **Quid Pro Quo Sexual Harassment**  
Promising or withholding educational benefits based upon acquiescence to sexual conduct
2. **Hostile Work Environment**  
Unwelcome conduct that is severe or pervasive, based on a protected characteristic, that denies or limits participation in the University's programs/activities

## COMMITMENT TO A SAFE AND SUPPORTIVE COMMUNITY

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



## RETALIATION

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University policy prohibits retaliation, including retaliatory harassment, against anyone who reports, is a witness to, or is otherwise involved in the reporting, investigation, or resolution of an incident of harassment, discrimination or other applicable violations of University policy or the law. In the event an individual believes that they have been retaliated against, an independent investigation will be conducted and appropriate disciplinary action will be taken. Incidents of retaliation should be reported to the Equal Opportunity Compliance Coordinator.



## UNDERGRADUATE STUDENTS

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Lehigh University strives to provide an educational, working, curricular, social and living environment for all students that is free from harassment and discrimination on the basis of age, color, disability, gender, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by applicable law. To pursue a University investigation and file a complaint with the Equal Opportunity Compliance Coordinator, contact:

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

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

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

## NON-CONFIDENTIAL UNIVERSITY RESOURCES & SUPPORT

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### Office of Gender Violence Education & Support

University Center, C108  
610-758-1303

#### Advocates

610-758-4763

### Health and Wellness Center

Johnson Hall, 3rd Floor  
610-758-3870

### Office of Student Conduct & Community Expectations

Williams Hall, Room 320  
610-758-4632

### Dean of Students Office

Williams Hall, Room 380  
610-758-4156

### Office of Academic Support

Williams Hall, Room 390  
610-758-4159

### Women's Center

University Center, C207  
610-758-6484

### Office of Multicultural Affairs

University Center, C203  
610-758-5973

### The Pride Center

University Center, B202  
610-758-4126

Individuals  
who violate  
University policies  
and/or Code of  
Conduct may be  
subject to discipline  
up to and including  
expulsion.

## REPORTING OPTIONS

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- You may file both a criminal and University complaint regarding incidents of harassment, discrimination, retaliation, or bias. Filing a criminal complaint is separate from the University's policies and procedures.
- You may also file a complaint about harassment, discrimination, retaliation, or bias simultaneously with LUPD and the University by completing the Discrimination, Harassment, Retaliation or Bias Incident Reporting Form at: [go.lehigh.edu/harassment](http://go.lehigh.edu/harassment).

For a complete description of the  
University's Student Code of Conduct,  
visit: [studentaffairs.lehigh.edu/handbook](http://studentaffairs.lehigh.edu/handbook)

## INTERIM AND REMEDIAL MEASURES

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Even without making a formal report, the University can provide medical and/or academic support and any other needed support, such as:

- Reassignment of your University residence
- Adjustments to your academic schedule
- Issuance of University no-contact orders

If you do not know whether the conduct you have experienced or witnessed constitutes harassment, discrimination, or retaliation, you are always welcome to discuss the situation with the Equal Opportunity Compliance Coordinator. In the event the conduct does not fit into one of these categories, you will be referred to the appropriate office/individual who can further discuss and address the inappropriate conduct.

## UNIVERSITY PROCESS

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The Equal Opportunity Compliance Coordinator oversees the University's resolution process for matters involving harassment, discrimination, or retaliation. Complaints can be resolved through an informal or formal process.

### Informal Resolution Process

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

### Formal Resolution Process

- An investigation is conducted by the Equal Opportunity Compliance Coordinator and a trained co-investigator (typically a member of the Dean of Students staff).
- Notice of the complaint and applicable policies and procedures are provided to parties.
- Investigators conduct interviews and review and gather evidence and prepare a report containing factual findings and recommendations.
- A three-member panel comprised of faculty and staff review the report and determine if it is more likely than not that a violation of University policy occurred.
- If a violation of policy is found, the Office of Student Conduct determines appropriate sanctions and/or remedies.
- Both parties are notified of the decision and of the right to appeal. The respondent, and in limited circumstances, the complainant, will be notified of the sanctions/remedies, if applicable.