

ANNUAL REPORT

EOCCC

EQUAL OPPORTUNITY COMPLIANCE COORDINATOR

2018 - 2019



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Welcome to the Equal Opportunity Compliance Coordinator's Annual Report for the 2018-2019 academic year!

I'm often asked for information about how many reports or complaints are filed with my office, what types of reports or complaints are being filed, and for other information related to the reporting of incidents. I'm also frequently asked about the training that is being done to address harassment, discrimination, retaliation, and sexual misconduct at Lehigh.

I hope this report answers many of your questions about the work that is being done to address harassment, discrimination, retaliation, and sexual misconduct at Lehigh. Much of this work depends on the collaboration of numerous individuals and offices across campus, as well as community partners, and the continued dedication of the Lehigh community to eliminating these types of behaviors from our campus. I am appreciative of the commitment of the Lehigh community to eradicating these behaviors and to those individuals and offices that I work so closely with to educate on, and respond to, incidents of harassment, discrimination, retaliation, and sexual misconduct.

I am always interested in new ideas or initiatives to help educate and encourage reporting about these types of behaviors. I'm also available to answer questions or to address concerns relating to these topics. Please don't hesitate to contact me at 610-758-3535 or [eocc@lehigh.edu](mailto:eocc@lehigh.edu).



Sincerely,



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## ABOUT THE POSITION

The Equal Opportunity Compliance Coordinator (EOCC) oversees and coordinates the education and compliance efforts relating to equal opportunity and non-discrimination laws, including Title IX of the Education Amendments Act of 1972 (Title IX), and University policies. As such, the Equal Opportunity Compliance Coordinator also serves as the Title IX Coordinator, the Americans with Disabilities Act (ADA) Coordinator, the Section 504 of the Rehabilitation Act of 1973 (Section 504) Coordinator, and the Age Discrimination Act of 1975 Coordinator.

The Equal Opportunity Compliance Coordinator oversees the investigation of all reports and complaints of discrimination, harassment, retaliation, and sexual misconduct and the enforcement of University policies addressing these issues. The Equal Opportunity Compliance Coordinator also oversees the University's response to bias incidents.

In collaboration with many offices across campus, the Equal Opportunity Compliance Coordinator trains and educates students, faculty, and staff through both online and in-person sessions on discrimination, harassment, retaliation, and sexual misconduct.

In addition to ensuring compliance with equal opportunity and non-discrimination laws, the Equal Opportunity Compliance Coordinator also works with other offices and various committees on campus to create and cultivate a more diverse and inclusive environment at Lehigh.

In January 2015, Lehigh University welcomed Karen A. Salvemini as Lehigh's first Equal Opportunity Compliance Coordinator, and she continues to serve in this role.

# REPORTING AND REPORTING OPTIONS

If an individual associated with Lehigh University (student, faculty, staff, visitor, etc.) experiences or witnesses harassment, discrimination, or sexual misconduct and would like to report the incident, there are several ways to do so.

One of the reporting options is to call the Lehigh University Police Department (LUPD) at 610-758-4200. LUPD is committed to providing a safe and secure environment on and around campus. If someone feels unsafe, or finds themselves in an emergency situation, the first call should always be to LUPD. LUPD is available 24/7, 365 days a year.

Specifically for students,<sup>1</sup> another reporting option is to contact the Gender Violence Support Advocates at 610-758-4763. The Advocates are a network of dedicated staff members who are specially trained to work with student survivors of gender violence and other students impacted by gender violence, and to provide survivors and other impacted students with initial support and referrals to additional resources. Anyone seeking information about support and resources for students may also contact the Advocates, including friends and family of student survivors of gender violence.

Any incident of sexual misconduct that involves a student may be reported by contacting the Advocates. While the Advocates primarily focus on situations involving gender violence, if they are contacted with a report of harassment or discrimination, they will connect the reporter with the appropriate offices.

Similar to the police, the Advocates are also available 24/7, 365 days a year.

Another option is to contact the Equal Opportunity Compliance Coordinator (who also serves as the University's Title IX Coordinator). As mentioned earlier in this Annual Report, the Equal Opportunity Compliance

Coordinator oversees the University's response to all reports of harassment, discrimination, and sexual misconduct that are received, including the processes available to respond to these types of incidents. The Equal Opportunity Compliance Coordinator also oversees connecting individuals with support resources and putting interim measures into place.

There are also two online reporting forms that can be completed and submitted to report an incident of harassment, discrimination, retaliation, or sexual misconduct: the Discrimination, Harassment, Retaliation or Bias Incident Reporting Form and the Gender Violence Incident Reporting Form. When submitting either of these forms, notification is received by the University and LUPD simultaneously, triggering both a University response and a criminal response, if appropriate.

All staff, faculty, administrators, teaching assistants, graduate assistants, research assistants, gryphons and other University representatives must immediately report incidents of harassment or discrimination (including sexual misconduct) that are brought to their attention by students or that are reported to them or witnessed by them involving students. In addition, all supervisors must immediately report such incidents that are brought to their attention by any member of the University community.

If an individual does not want a report made to the Lehigh University Police Department or to the University, there are two confidential resources available on campus for students (Counseling & Psychological Services and the Chaplain's Office) and one confidential off-campus resource for staff (Integrated Behavioral Health). These offices are not required to report the information shared with them to the police or to University officials. Contact information for these and other confidential (and non-confidential) resources is included at the end of this Annual Report.

<sup>1</sup> Incidents of sexual misconduct not involving students should be reported to LUPD or to the Equal Opportunity Compliance Coordinator.

# REPORTS AND COMPLAINTS

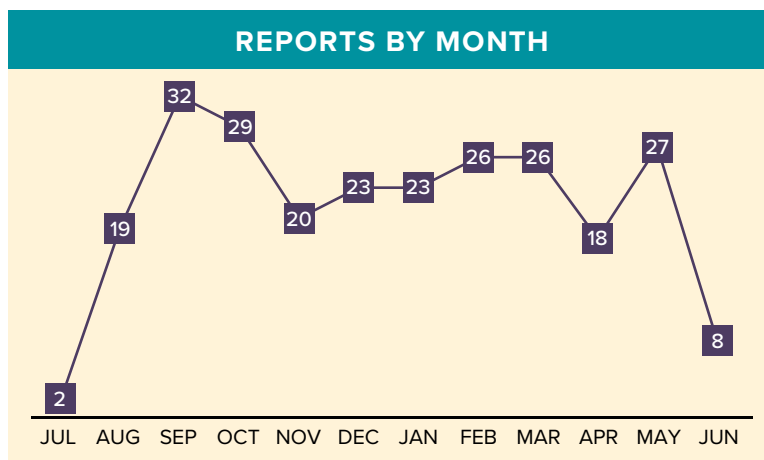
All reports and complaints to the Equal Opportunity Compliance Coordinator are documented and logged for tracking purposes. In the event that a report or complaint does not involve harassment, discrimination, retaliation, or sexual misconduct, as those terms are defined by the University's Policy on Harassment and Non-Discrimination (see <https://eocc.lehigh.edu/policies>), the matter is still logged by the Equal Opportunity Compliance Coordinator as a report or complaint, but it is then transferred to the appropriate University office for resolution.

Under University policy, and for purposes of this Annual Report, a report is defined as a formal oral or written account of an incident of harassment, discrimination, or other prohibited conduct. A complaint is defined as an oral or written account of an incident of harassment,

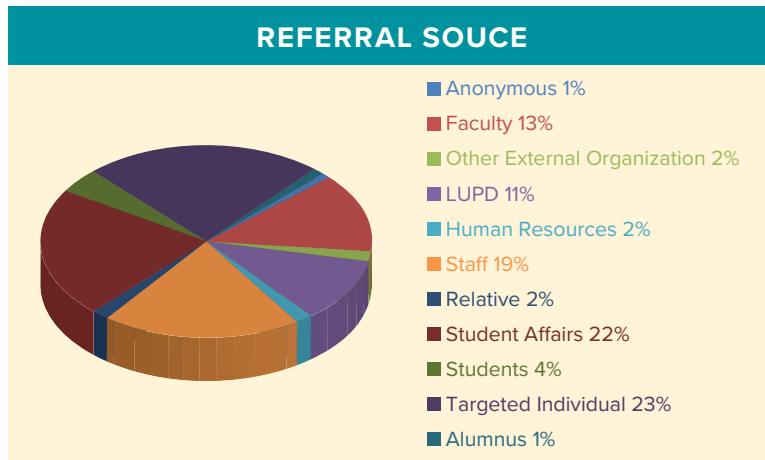
discrimination, or other prohibited conduct that the targeted individual intends to be addressed through the University's formal or informal resolution processes.

The information contained in this document is based on information received by the Equal Opportunity Compliance Coordinator throughout the 2018-2019 academic year. These numbers may vary from the numbers reported by other University departments based on differing definitions of reports, complaints, and other factors.

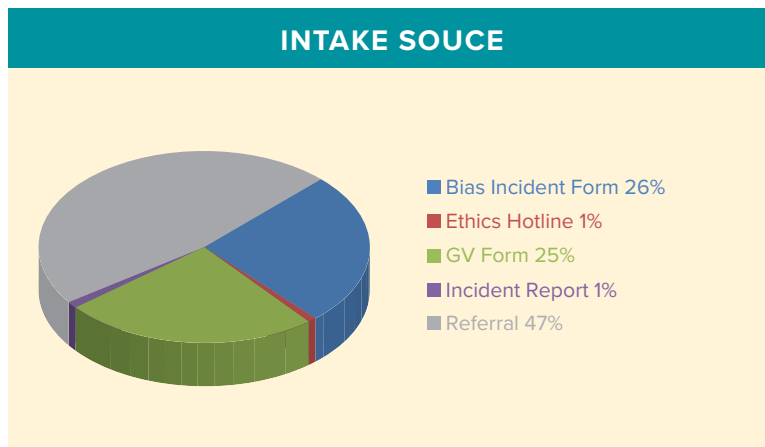
The Equal Opportunity Compliance Coordinator received 253 reports during the 2018-2019 academic year. The graph below indicates the number of reports received each month from July 1, 2018 through June 30, 2019.

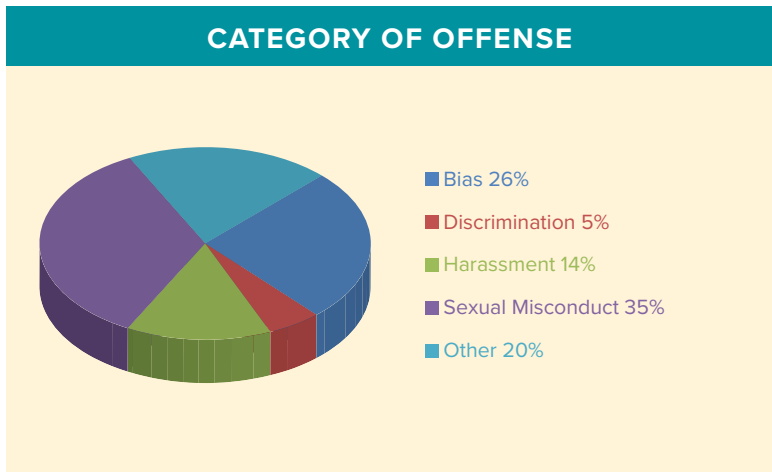


The Equal Opportunity Compliance Coordinator receives reports through a variety of methods. The vast majority of reports received during the 2018-2019 academic year consisted of referrals by members of the Lehigh community. Referrals include contact made by telephone, email, or in-person statements. Referrals may be made by third party reporters or by the individual impacted directly by the behavior. For a breakdown of the individuals and departments referring matters to the Equal Opportunity Compliance Coordinator, see the “Referral Source” chart below.



In addition to referrals, the submission of online reporting forms, including the Discrimination, Harassment, Retaliation, or Bias Incident Reporting Form, the Gender Violence Incident Reporting Form, and the general incident report, was another common way in which reports were submitted to the Equal Opportunity Compliance Coordinator. For a breakdown of the ways in which reports were submitted to the Equal Opportunity Compliance Coordinator, see the “Intake Source” chart below.

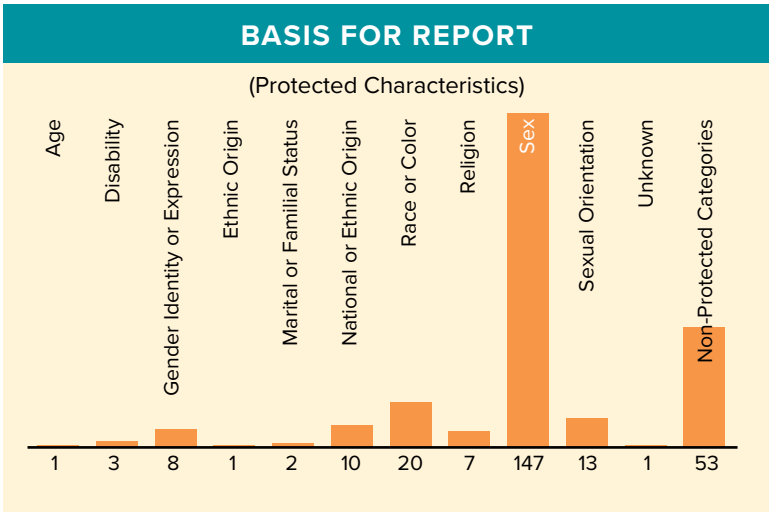




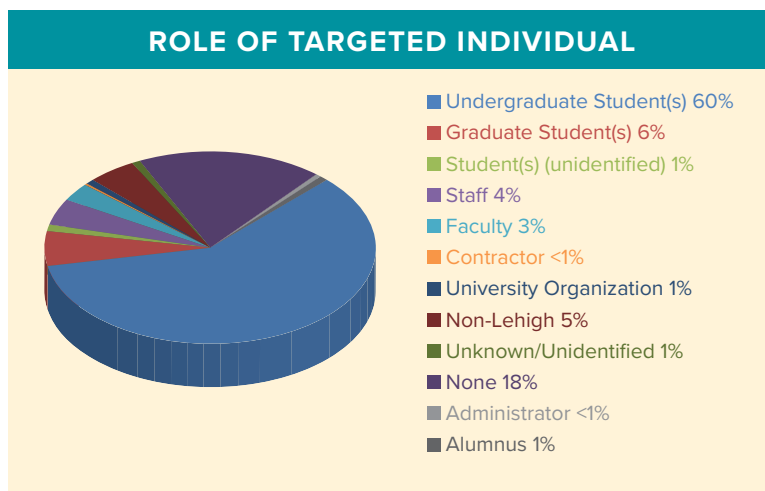
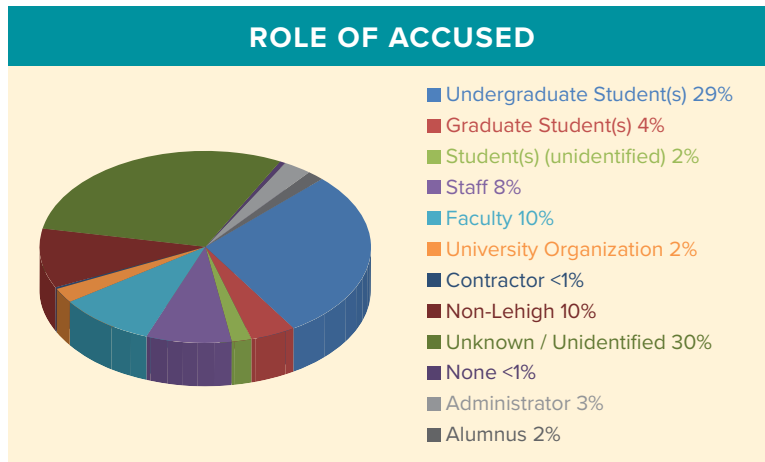
The chart to the left contains more information about the types of reports received by the Equal Opportunity Compliance Coordinator during the 2018-2019 academic year. Reports of harassment, sexual misconduct, and bias comprised the majority of received reports.

When reviewing the basis on which reports were filed with the Equal Opportunity Compliance Coordinator, it is clear that the majority of reports are based on sex as the protected characteristic implicated by the action. Because sexual misconduct is considered a form of harassment, this may explain, in part, why the number of reports received that implicated sex as the basis for the reported behavior is significantly higher than reports of behavior based on other protected characteristics.

The Equal Opportunity Compliance Coordinator also occasionally receives reports that do not involve a protected characteristic and therefore do not preliminarily fit into the categories of harassment or discrimination. These reports have been identified on the chart below as “non-protected categories.”

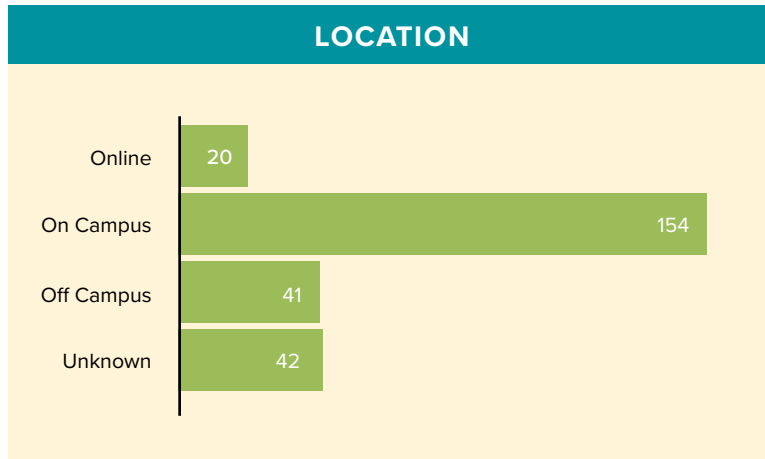


Individuals who bring forward complaints and those who are accused of engaging in harassing, discriminatory, or retaliatory behavior include all constituencies at the University. The role of individuals accused of engaging in these types of behavior, identified as the accused, and the individuals identified in reports and complaints as the person(s) who have reported experiencing these behaviors, identified as the targeted individual(s), during the 2018-2019 academic year are identified in the following charts.





The vast majority of reported incidents during the 2018-2019 academic year occurred on University property, as opposed to off-campus locations. The Equal Opportunity Compliance Coordinator also received many reports that involved incidents of harassment and discrimination that occurred online as opposed to an on-campus or off-campus location.



# RESOLUTION OF CASES

University policy provides for the resolution of complaints through formal or informal resolution processes, depending on the circumstances of each case. Many of the cases that are reported to the Equal Opportunity Compliance Coordinator are not resolved through either the formal or informal resolution process based on the wishes of the targeted individual<sup>2</sup> or because insufficient information has been provided and efforts to obtain additional information have been unsuccessful. The vast majority of cases that move forward to resolution are typically resolved through informal means, such as mediated conversations, targeted educational sessions and trainings, University no-contact orders, and similar methods.

The formal process involves the investigation of a complaint that has been prepared and filed with the Equal Opportunity Compliance Coordinator by the complainant. Under University policy, a complainant is defined as an individual who believes they have been subject to harassment, discrimination, or other prohibited conduct and who makes a report or files a complaint. A respondent is defined as an individual against whom a complaint is filed. More specifically, the respondent is the person or persons who have been accused by a complainant of engaging in behavior that constitutes harassment, discrimination, or other prohibited conduct. Eighteen complaints out of the 253 reports and complaints received were addressed through the formal resolution process during the 2018-2019 academic year.

In addition, targeted educational efforts and other initiatives are implemented to address specific trends that are observed based on reported incidents and climate

survey data. In the spring of 2019, the Equal Opportunity Compliance Coordinator and the Office of Gender Violence Education & Support conducted a climate survey among students that was focused specifically on sexual harassment and sexual misconduct. In analyzing the data from the climate surveys and the reported incidents, trends are identified based on various factors such as accused population, location of incidents, etc. Data is regularly reviewed by the Equal Opportunity Compliance Coordinator to determine shifts and changes in these trends.

Even if a targeted individual does not want to move forward with a University formal or informal process, or does not want to file a criminal report, the individual can still receive support from the University through interim or remedial measures. These are steps that can be put into place to support a person who has experienced discrimination, harassment, retaliation, or sexual misconduct.

If an individual believes that they need disability-related accommodations, including during a formal or informal resolution process, they are encouraged to contact the Disability Support Services Office at 610-758-4152 (for students), the Human Resources Office at 610-758-3897 (for staff), or the Office of the Provost at 610-758-3813 (for faculty). Additional information about Lehigh's procedures for obtaining academic adjustments, auxiliary aids and services, and workplace accommodations is available by utilizing the search bar at [www.lehigh.edu](http://www.lehigh.edu).

<sup>2</sup> In limited circumstances, even if an individual does not wish to move forward with either a formal or informal process, the University may be obligated to move forward with its processes. For more information, please refer to the University's Policy on Harassment and Non-Discrimination, available at <https://eocc.lehigh.edu/policies>.

Education of the Lehigh community on the topics of harassment, discrimination, retaliation, and sexual misconduct, and encouraging the reporting of these types of behaviors, continue as top priorities for the 2019-2020 academic year and beyond. The 2018-2019 academic year was focused on continuing to educate the Lehigh community about the scope of mandatory reporting, the University processes available to respond to incidents of harassment, discrimination, retaliation, and sexual misconduct, and the numerous support resources

and interim measures that are available.

Education on these topics (mandatory reporting, University processes, support resources and interim measures) occurs through both in-person and online training, as well as through passive campaigns, brochures, posters, emails to the community, and other methods.

## STUDENTS

During the 2018-2019 academic year, the student population continued to be the focus of many in-person training efforts. During orientation sessions, in collaboration with the Office of Gender Violence Education & Support, all first-year students, transfer students, and graduate students were introduced to the University's definitions of harassment, discrimination, retaliation, and sexual misconduct (including sexual assault, sexual exploitation, stalking, and intimate partner abuse), reporting options, resources, and University processes and procedures.

As part of the orientation program offered during the days prior to the start of classes, all first-year students and transfer students also attended a presentation titled "True to Life: Theater in Action." This presentation, arranged by the Health Advancement and Prevention Strategies Office, is conducted by an external company, True to Life, and utilizes customized skits to specifically address alcohol and drug use among students and the ways in which students can engage as bystanders in risky situations. The skits incorporate scenarios and topics such as mental health, prescription drug misuse, sexual misconduct, and consent. The Equal Opportunity Compliance Coordinator and Office of Gender Violence Education & Support engage with both the Health Advancement and Prevention Strategies Office and True to Life to ensure the alignment of the True to Life statistics, definitions, etc. with the University's policies, procedures, resources, and prevention strategies as they relate to sexual misconduct and consent.

The Equal Opportunity Compliance Coordinator also partnered with the Office of Gender Violence Education & Support to participate in a "speed-dating" session during the international orientation program organized by the International Students and Scholars Office in the Office of International Affairs. During this session, a variety of campus offices are represented at tables, and students rotate through each table, listening to a 2-3 minute presentation by each office. International students receive a brief introduction to each of the represented offices so that they are more familiar with the services offered across campus. The Equal Opportunity Compliance Coordinator described the services provided by her office, including the educational programming that is done around the topics of harassment, discrimination, and sexual misconduct, and the response that takes place when reports of those types of behaviors are received.

Gryphons<sup>3</sup> and orientation leaders were also trained on the University's definitions of harassment, discrimination, retaliation, and sexual misconduct (including sexual assault, sexual exploitation, stalking, and intimate partner abuse), reporting options, resources, and University processes and procedures,<sup>4</sup> prior to the commencement of the 2018-2019 academic year, and were informed of their reporting responsibilities as mandatory reporters under University policy.<sup>5</sup> The Office of Gender Violence Education & Support, the Office of Student Conduct & Community Expectations, and the Equal Opportunity

<sup>3</sup> Gryphons are the University's student residence hall advisors.

<sup>4</sup> Gryphons also participate in a training session referred to as "True Life," where scenarios are acted out by returning gryphons to provide opportunities for new gryphons to develop their skills and practice implementing their protocols prior to the start of the academic year. Among the scenarios are incidents involving sexual assault, intimate partner abuse, and discrimination. Following these skits, University employees debrief the scenarios with the gryphons and provide feedback regarding positive and negative actions taken by the gryphons while responding to these scenarios.

<sup>5</sup> Annually, the Equal Opportunity Compliance Coordinator, Office of Gender Violence Education & Support, and Office of Residence Life review the gryphons' protocol for responding to disclosures of incidents of harassment, discrimination, retaliation, and sexual misconduct. The gryphons receive training prior to the start of the academic year on any changes to their reporting protocol from the previous year.

Compliance Coordinator presented on these same topics to all graduate assistants, teaching assistants, and research assistants during the first few weeks of the Fall 2018 semester. Graduate students participating in the 1-MBA program in the College of Business also participated in a training session with the Equal Opportunity Compliance Coordinator in the summer of 2018 to learn more about how discrimination, harassment, and sexual misconduct can be prevented and is addressed at Lehigh.

During the 2018-2019 academic year, the Equal Opportunity Compliance Coordinator, in partnership with the Athletics Department and Office of Gender Violence Education & Support, also focused on implementing the August 2017 National Collegiate Athletic Association (NCAA) Board of Governors Policy on Campus Sexual Violence, which requires annual training of all student-athletes, athletic staff, and other individuals associated with athletic programs at institutions of higher education. The Equal Opportunity Compliance Coordinator and Director of the Office of Gender Violence Education & Support met with each athletic team, engaging the teams in dialogue around questions or concerns they had on any topic relating to healthy relationships, sex, sexual harassment, and sexual misconduct, along with applicable University policies and processes and support resources.

The Equal Opportunity Compliance Coordinator also provided training on these topics to various other student groups, such as Break the Silence,<sup>6</sup> the Peer Health Advisors,<sup>7</sup> and student club and organization presidents and treasurers, and met with the undergraduate Student Senate to discuss the Equal Opportunity Compliance Coordinator's role in responding to incidents of harassment, discrimination, retaliation, and sexual misconduct at Lehigh. Camp Hawk<sup>8</sup> Counselors received information concerning their roles as mandatory reporters.

The Equal Opportunity Compliance Coordinator also met with a class of students enrolled in the Reserve Officer Training Corps (ROTC) program to discuss sexual

harassment and sexual misconduct, reporting incidents of these behaviors, and how institutions respond to reports of these behaviors. The individuals running the ROTC program also received training on these topics so that they could educate all other students enrolled in the program.

Students from the E.L.I.T.E. student organization also sought assistance from the Equal Opportunity Compliance Coordinator in developing a training program for the participants in their student organization. After brainstorming with the student leaders, the Equal Opportunity Compliance Coordinator assisted the students with contacting possible presenters and helping to make arrangements for the training session to take place at the start of the next academic year.

Coordinating with the Office of Fraternity and Sorority Affairs and Office of Gender Violence Education & Support, the Equal Opportunity Compliance Coordinator modified an existing bystander intervention program entitled "Intervene," that is required of all second year students who are members of any fraternity or sorority at Lehigh. The modifications included more in-depth discussions about the scenarios depicting incidents of harassment, discrimination, and sexual misconduct, and discussed not only what students can do to safely intervene in those scenarios but also how to report incidents, what the University response could be, and what resources are available for support.

The Equal Opportunity Compliance Coordinator also collaborated with the Student Access and Success Office during the spring of 2019 to develop and record a video to be used to train the upper-class students serving as mentors in the Mentor Collective program. These mentors work with first-year students even prior to their arrival on campus, and mentors are trained on their mandatory reporting obligations as representatives of the University when fulfilling their mentoring roles.

<sup>6</sup> *Break the Silence (BTS) is a student-run peer education organization whose mission is to spread awareness about gender violence and to prevent gender violence through healthy sexuality education. The Office of Gender Violence Education and Support oversees and trains BTS members.*

<sup>7</sup> *The Peer Health Advisors provide peer-to-peer support, advice, resources, and programming to promote healthy behaviors. The Office of Health Advancement & Prevention Strategies oversees the Peer Health Advisor program and partners with campus partners to educate the Peer Health Advisors.*

<sup>8</sup> *Camp Hawk is Lehigh's version of summer camp for first-year students after classes have already started. At this two-day retreat run by the Office of First-Year Experience, new students will engage in classic camp games and meaningful conversations to build connections and explore what their Lehigh experience is and what it can be. Student leaders, known as Camp Hawk Counselors, are responsible for leading activities and discussion and serve as a resource for students as they navigate their transition.*

## EMPLOYEES

During various orientation programs, new faculty and new academic department chairs were provided with information about the Policy on Harassment and Non-Discrimination, including their reporting responsibilities as mandatory reporters, where and how to report incidents of harassment, discrimination, retaliation, and sexual misconduct, and how to respond to disclosures of these types of incidents. This same information was also presented to new employees during quarterly Human Resources orientation sessions.

In addition, various staff members and departments received training on the Policy on Harassment and Non-Discrimination throughout the academic year. All staff members in the University's Counseling and Psychological Services Center and Health and Wellness Center, and all exempt staff members in the Dean of Students Office were educated on the Policy. Employees associated with the Finance and Administration Office and the Department of English also participated in training sessions focused on the topics of harassment, discrimination, retaliation, and sexual misconduct, mandatory reporting, how to report incidents, and the availability of support resources and interim measures. The Dean of Students Office also participated in a subsequent training opportunity with the Equal Opportunity Compliance Coordinator and Office of General Counsel in April 2019.

Training sessions were conducted for athletic coaches and staff on the topics of harassment, discrimination, retaliation, and sexual misconduct, as well as mandatory reporting, reporting options, and available support resources. The training was conducted by W. Scott Lewis, J.D., a partner with the National Center for Higher Education Risk Management Group, LLC ("TNG"). TNG provides holistic, proactive prevention and risk management on college and university campuses on a variety of topics, including civil rights investigations, Title IX investigations,

etc. All University employees were also provided with the opportunity to attend training sessions with Mr. Lewis during which he addressed the significance of mandatory reporting obligations and how employees should handle disclosures of harassment and sexual misconduct.

The Equal Opportunity Compliance Coordinator also conducted a crash course for managers session through the Office of Human Resources that focused on equal opportunity laws and associated University policies and obligations, and participated in a panel of campus resources during an event for department graduate coordinators in January 2019.

All new *evolution*<sup>9</sup> leaders and new and returning Advocates attended training sessions in August 2018 that addressed the mandatory reporting obligations under University policy for incidents involving harassment, discrimination, retaliation, and sexual misconduct. In addition, the Equal Opportunity Compliance Coordinator, in conjunction with the Lehigh University Police Department, also discussed the University and criminal processes for responding to reports of harassment, discrimination, retaliation, and sexual misconduct in detail with the Advocates to prepare them for their potential role as support persons to student survivors during these processes.

Finally, the Equal Opportunity Compliance Coordinator attended a college and department faculty meetings during the Spring 2019 semester to remind faculty members about their mandatory reporting obligations relating to the Policy on Harassment and Non-Discrimination and to review the options for reporting incidents of harassment, discrimination, retaliation, and sexual misconduct.

<sup>9</sup> *The evolution seminar is a fall semester experience for first-year students overseen by the Office of First-Year Experience that is founded in bLUeprint, which focuses on the Five Foundations of Student Success: Creative Curiosity, Identity Development, Collaborative Connections, Inclusive Leadership, and Professional Growth and Success. Through group and individual meetings, students discuss their transition to the University environment, enhance their knowledge of academic and campus resources, and reflect on their experiences in joining the Lehigh community. Groups include first-year students, a faculty or staff facilitator, and an upperclass student peer leader.*

## ADDITIONAL TRAININGS

During student orientation, parents of first-year and transfer students had the opportunity to attend a session on Title IX and general safety at Lehigh presented by the Equal Opportunity Compliance Coordinator, the Director of the Office of Gender Violence Education & Support, and the Lehigh University Police Department.

In March 2018, in addition to conducting mandatory reporter training sessions and session with the Athletics Department staff, Scott Lewis, a partner with TNG, also met with individuals who more frequently find themselves receiving disclosures of harassment and sexual misconduct on campus. He discussed the importance of their roles in responding appropriately to disclosures and how they can provide support and reassurance to those who have experienced these types of behaviors.

All of the individuals involved with the University's informal and formal resolution processes under the Policy on Harassment and Non-Discrimination were also invited to attend a training session about consent. This session was conducted by Brooke DeSipio, Assistant Dean and Director of the Office of Gender Violence Education & Support, and Christina Pallotti, researcher and graduate student, in May 2019.

The Equal Opportunity Compliance Coordinator was also provided the opportunity to speak with the Executive Committee of Lehigh University's Board of Trustees in November 2018. The Equal Opportunity Compliance Coordinator addressed the recently released proposed

Title IX regulations, current policies and practices relating to sexual harassment and sexual misconduct at Lehigh, and data relevant to these topics. The Equal Opportunity Compliance Coordinator also had the opportunity to answer questions relating to these topics during this session.

During the course of the 2018-2019 academic year, a committee of individuals across the campus community, including the Equal Opportunity Compliance Coordinator, the Associate Vice President of Human Resources, and the Director of the Office of Gender Violence Education & Support, developed a more structured approach to utilizing various vendors that had historically conducted trainings relating to harassment, discrimination, sexual misconduct, bias, and bystander intervention. Various offices had previously contracted with and made arrangements to bring various vendors to campus to conduct sessions on these topics. Through the work of this committee, and with the support of the Vice President of Equity and Community, a training plan incorporating all of these vendors was developed and eventually titled the "Cornerstones of Community" curriculum. The Office of Human Resources oversees the implementation of this curriculum, in consultation with the Equal Opportunity Compliance Coordinator and Vice President of Equity and Community. For more information about the Cornerstones of Community curriculum, visit: <https://hr.lehigh.edu/cornerstones-community>.

## ONLINE TRAINING

Online training about harassment and discrimination was offered and available for all faculty, staff, and students. All University employees and students were required to complete online training programs during the fall of 2018. The trainings, utilizing learning modules called Not Anymore by Student Success, a third-party

vendor, provided another opportunity to learn about these types of behaviors and how to prevent them from occurring. In addition, all new employees were required to complete an online training program about harassment and discrimination, which provides information on the fundamentals of these behaviors.

## OTHER COMMUNICATIONS

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In addition to online and in-person trainings, additional methods have been utilized to communicate relevant information about these topics to the Lehigh community. In October 2017, the Equal Opportunity Compliance Coordinator held an open forum for all faculty, staff, and students to answer any questions and to hear any concerns relating to the interim Title IX guidance issued by the U.S. Department of Education's Office for Civil Rights.

Several years ago, the Equal Opportunity Compliance Coordinator created a website containing information about the office, reporting, resources, and other related data. A website containing specific information on Title IX was also created. The websites are routinely reviewed and revised to ensure that they contain the most accurate information. See <https://eocc.lehigh.edu/> and <https://titleix.lehigh.edu/>. In 2017, the Equal Opportunity Compliance Coordinator website was updated to improve the accessibility of information. The website update also included the publication of the inaugural Equal Opportunity Compliance Coordinator Annual Report. The Annual Report is published and posted each year.

In conjunction with the Office of Gender Violence Education & Support, brochures and posters containing information relating to reporting incidents of harassment, discrimination, retaliation, and sexual misconduct, support resources, confidential resources, and definitions of these types of behaviors have been developed for faculty, staff, and students. These brochures and posters are intended to summarize information from the Policy on Harassment

and Non-Discrimination and the Student Code of Conduct, and are routinely reviewed and updated as appropriate. During the 2018-2019 academic year, the design of the brochures and posters were updated and additional materials specific to various populations at the University were developed.

The Equal Opportunity Compliance Coordinator, in conjunction with the Office of Gender Violence Education & Support, also purchases promotional items each year to spread awareness about the office and ways to contact the Equal Opportunity Compliance Coordinator. Promotional items have included water bottles, tote bags, keychain lanyards, cups, and pens with a pullout banner listing all of the applicable campus reporting options.

Annually, the Equal Opportunity Compliance Coordinator, in partnership with the Office of Gender Violence Education & Support and the Office of First-Year Experience in the Dean of Students Office, distributes promotional items, brochures, and other information at resource tables that are accessible to incoming students and parents during orientation. During first-year orientation, the Equal Opportunity Compliance Coordinator also participates as a resource in one of the Campus Resource Foundation Tracks, which is an opportunity for first-year students to learn more about the role of the Equal Opportunity Compliance Coordinator by locating the Equal Opportunity Compliance Coordinator's office, meeting the Equal Opportunity Compliance Coordinator, and listening to a summary of the role of the office.

The Equal Opportunity Compliance Coordinator regularly consults with other offices at Lehigh and external partners on matters relating to harassment, discrimination, retaliation, and sexual misconduct. During the 2017-2018 academic year, the Equal Opportunity Compliance Coordinator coordinated regular meetings with a Title IX Advisory Group, comprised of representatives from various campus offices, and the Disability Advisory Group for Faculty & Staff, comprised of representatives from several campus offices, including the Office of the General Counsel, Office of Human Resources, and the Office of the Provost.

In addition, the Equal Opportunity Compliance Coordinator also regularly meets with the Title IX Coordinators of the institutions of higher education that, along with Lehigh, comprise the Lehigh Valley Association of Independent Colleges (“LVAIC”). These meetings provide opportunities to consider ways in which these institutions can collaborate to address harassment, discrimination, retaliation, and sexual misconduct.



## STUDENTS

**I'M A STUDENT AND I OR SOMEONE I KNOW HAS EXPERIENCED OR WITNESSED SEXUAL ASSAULT, SEXUAL EXPLOITATION, INTIMATE PARTNER ABUSE, STALKING, OR SEXUAL HARASSMENT.**

# WHAT ARE MY OPTIONS?

## LEHIGH UNIVERSITY POLICE DEPARTMENT

As an accredited police department, University police officers can exercise full police powers on campus. LUPD is available 24/7 throughout the year. If an individual feels unsafe, has experienced or witnessed these types of behaviors or would like to file a report, please contact LUPD. If a report is filed, LUPD will take appropriate steps in response to the report. Please contact LUPD at:

321 EAST PACKER AVENUE  
610-758-4200

## CONFIDENTIAL RESOURCES

Students who wish to talk about gender violence issues confidentially and without initiating a report or investigation can contact the following resources:

**Lehigh University Counseling & Psychological Services**  
JOHNSON HALL, 4TH FLOOR  
610-758-3880

**Lehigh University Chaplain's Office**  
THE DIALOGUE CENTER  
661 TAYLOR STREET  
610-758-3877

**Turning Point of the Lehigh Valley**  
444 E. SUSQUEHANNA STREET  
ALLENTOWN, PA 18103  
610-437-3369

**Crime Victims Council of the Lehigh Valley**  
801 HAMILTON STREET, SUITE 300  
ALLENTOWN, PA 18101  
610-437-6611

## UNIVERSITY RESOURCES

You have the right to pursue a University investigation of a violation of University policy and to file a complaint with the Equal Opportunity Compliance Coordinator. You can also contact these offices with any questions you have about Title IX or University policies or procedures regarding gender violence or to discuss available options or resources.

**Equal Opportunity Compliance Coordinator/Title IX Coordinator**  
KAREN A. SALVEMINI  
ALUMNI MEMORIAL BUILDING  
610-758-3535

**Office of Student Conduct & Community Expectations**  
CHRIS MULVIHILL, HOLLY TAYLOR  
WILLIAMS HALL, SUITE 320  
610-758-4632

## RESOURCES & SUPPORT

There are numerous offices and organizations both on and off campus that are available to provide resources and support for student survivors of gender violence, including:

**Office of Gender Violence Education & Support**  
UNIVERSITY CENTER, C108  
610-758-1303

**Office of Academic Support**  
WILLIAMS HALL, SUITE 390  
610-758-4149

**Dean of Students**  
WILLIAMS HALL, SUITE 380  
610-758-4156

**Lehigh Valley Hospital - Muhlenberg**  
2545 SCHOENERSVILLE RD  
BETHLEHEM, PA 18017  
484-884-2200

**Gender Violence Support Advocates**  
24-HOUR HOTLINE  
610-758-4763

**Health & Wellness Center**  
JOHNSON HALL, 3RD FLOOR  
610-758-3870

**Graduate Student Life Office**  
217 W. PACKER AVE.  
610-758-3648

**St. Luke's University Hospital**  
810 OSTRUM ST  
BETHLEHEM, PA 18015  
484-526-4000



EMPLOYEES

**I AM AN EMPLOYEE AND I HAVE RECEIVED A DISCLOSURE OF HARASSMENT, DISCRIMINATION, SEXUAL ASSAULT, SEXUAL EXPLOITATION, INTIMATE PARTNER ABUSE, OR STALKING.**

# WHERE SHOULD I REPORT?

## CONFIDENTIAL RESOURCES

Before a disclosure is made, an individual who wishes to talk about these issues confidentially and without initiating a report or investigation can contact the following resources:

**STUDENTS:**

**Lehigh University Counseling & Psychological Services**  
JOHNSON HALL, 4TH FLOOR  
610-758-3880

**Lehigh University Chaplain's Office**  
THE DIALOGUE CENTER  
661 TAYLOR STREET  
610-758-3877

**FACULTY/STAFF:**

**Integrated Behavioral Health (IBH)**  
EMPLOYEE ASSISTANCE PROGRAM  
1-800-395-1616

**ALL:**

**Turning Point of the Lehigh Valley**  
444 E. SUSQUEHANNA STREET  
ALLENTOWN, PA 18103  
610-437-3369

**Crime Victims Council of the Lehigh Valley**  
801 HAMILTON STREET, SUITE 300  
ALLENTOWN, PA 18101  
610-437-6611

## UNIVERSITY RESOURCES

An individual has the right to pursue a University investigation of a violation of University policy and to file a complaint with the EOCC. You can also contact the EOCC with any questions you have about University policies or procedures regarding these issues or to discuss available options and resources.

**Equal Opportunity Compliance Coordinator/Title IX Coordinator**  
KAREN A. SALVEMINI  
ALUMNI MEMORIAL BUILDING  
610-758-3535

## LEHIGH UNIVERSITY POLICE DEPARTMENT

As an accredited police department, University police officers can exercise full police powers on campus. LUPD is available 24/7 throughout the year. If an individual feels unsafe, has experienced or witnessed these types of behaviors or would like to file a report, please contact LUPD. If a report is filed, LUPD will take appropriate steps in response to the report.

Please contact LUPD at:  
321 EAST PACKER AVENUE  
610-758-4200

## ONLINE REPORTING FORMS

You may also contact both LUPD and the EOCC simultaneously by completing the applicable online reporting form:

**Gender Violence Reporting Form:**  
GO.LEHIGH.EDU/GENDERVIOLENCEREPORT

**Discrimination, Harassment, Retaliation or Bias Incident Reporting Form:**  
GO.LEHIGH.EDU/HARASSMENT

## QUESTIONS?

**Equal Opportunity Compliance Coordinator**  
ALUMNI MEMORIAL BUILDING | 610-758-3535

**Office of Gender Violence Education & Support**  
UNIVERSITY CENTER, C109 | 610-758-1303



# RESOURCES



There are a number of on- and off-campus resources that are available to provide support to individuals who experience or witness incidents of harassment, discrimination, retaliation, or sexual misconduct.

## CONFIDENTIAL RESOURCES

University members who wish to speak with someone about issues relating to harassment, discrimination, retaliation, or sexual misconduct confidentially and without initiating a report or investigation can contact one or more of the following resources:

### LEHIGH (For Students):

- **Counseling & Psychological Services**  
Johnson Hall, 4th Floor  
610-758-3880  
[incso@lehigh.edu](mailto:incso@lehigh.edu)
- **Chaplain's Office**  
The Dialogue Center, 661 Taylor Street  
610-758-3200  
[incha@lehigh.edu](mailto:incha@lehigh.edu)

### LEHIGH (For Faculty and Staff):

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

### COMMUNITY (For Faculty, Staff, & Students):

- **Crime Victims Council of the Lehigh Valley**  
801 Hamilton Street, Suite 300  
Allentown, PA 18101  
610-437-6610  
610-437-6611 (24-hour hotline)
- **Turning Point of the Lehigh Valley**  
444 E. Susquehanna Street  
Allentown, PA 18103  
**24-hour hotlines:**  
1-877-438-4957 (toll free)  
610-419-4594 (TTY)  
610-437-3369 (local)

# RESOURCES



## NON-CONFIDENTIAL RESOURCES

Additional non-confidential resources, both on- and off-campus, are available to discuss issues relating to harassment, discrimination, retaliation, or sexual misconduct, including the following resources:

### Lehigh (For Students):

- **Lehigh University Police Department**  
321 E. Packer Avenue  
610-758-4200
- **Equal Opportunity Compliance Coordinator / Title IX Coordinator**  
Alumni Memorial Building – Room 105  
610-758-3535  
[eocc@lehigh.edu](mailto:eocc@lehigh.edu)
- **Office of Student Conduct & Community Expectations**  
Williams Hall, Suite 320  
610-758-4632  
[hat214@lehigh.edu](mailto:hat214@lehigh.edu)
- **Office of Gender Violence Education & Support**  
University Center, c109  
610-758-1303  
[ingves@lehigh.edu](mailto:ingves@lehigh.edu)
- **Advocates**  
610-758-4763
- **Office of Diversity, Inclusion and Equity**  
Alumni Memorial Building, Suite 201  
610-758-2128  
[vpec@lehigh.edu](mailto:vpec@lehigh.edu)
- **Center for Gender Equity**  
University Center, c210  
610-758-6484  
[incge@lehigh.edu](mailto:incge@lehigh.edu)
- **Office of Multicultural Affairs**  
University Center, c208  
610-758-5973  
[inmca@lehigh.edu](mailto:inmca@lehigh.edu)
- **Pride Center for Sexual Orientation & Gender Identity**  
University Center, c212  
610-758-4574  
[pridecenter@lehigh.edu](mailto:pridecenter@lehigh.edu)
- **Center for Academic Success**  
Williams Hall, Suite 301  
610-758-5181  
[intutor@lehigh.edu](mailto:intutor@lehigh.edu)
- **Disability Support Services**  
Williams Hall, Suite 301  
610-758-4152  
[indss@lehigh.edu](mailto:indss@lehigh.edu)
- **Health and Wellness Center**  
Johnson Hall, 3rd Floor  
610-758-3870  
[inluhc@lehigh.edu](mailto:inluhc@lehigh.edu)
- **Dean of Students**  
Williams Hall, Suite 380  
610-758-4156  
[indost@lehigh.edu](mailto:indost@lehigh.edu)
- **Graduate Life Office**  
217 W. Packer Avenue  
610-758-3648  
[gradlife@lehigh.edu](mailto:gradlife@lehigh.edu)

# RESOURCES



## Lehigh (For Faculty and Staff):

- **Lehigh University Police Department**  
321 E. Packer Avenue  
610-758-4200
- **Equal Opportunity Compliance Coordinator / Title IX Coordinator**  
Alumni Memorial Building – Room 105  
610-758-3535  
[eocc@lehigh.edu](mailto:eocc@lehigh.edu)
- **Human Resources**  
Judy Zavalydriga  
306 S. New Street, Suite 437  
610-758-3900  
[inhro@lehigh.edu](mailto:inhro@lehigh.edu)
- **Ombuds Office**  
Erica Hoelscher  
Zoellner Arts Center, Room 305  
610-758-3637  
[ebh2@lehigh.edu](mailto:ebh2@lehigh.edu)
- **Anne Meltzer**  
STEPS Building, Room 596  
610-758-3673  
[ameltzer@lehigh.edu](mailto:ameltzer@lehigh.edu)
- **Office of Diversity, Inclusion and Equity**  
Alumni Memorial Building, Suite 201  
610-758-2128  
[vpec@lehigh.edu](mailto:vpec@lehigh.edu)
- **Center for Gender Equity**  
University Center, c210  
610-758-6484  
[incge@lehigh.edu](mailto:incge@lehigh.edu)
- **Office of Multicultural Affairs**  
University Center, c208  
610-758-5973  
[inmca@lehigh.edu](mailto:inmca@lehigh.edu)
- **Pride Center for Sexual Orientation & Gender Identity**  
University Center, c212  
610-758-4574  
[pridecenter@lehigh.edu](mailto:pridecenter@lehigh.edu)
- **Disability Support for Staff**  
Human Resources  
Judy Zavalydriga  
306 S. New Street, Suite 437  
610-758-3900  
[inhro@lehigh.edu](mailto:inhro@lehigh.edu)
- **Disability Support for Faculty**  
Provost's Office  
Patricia Mann  
Alumni Memorial Building, 2nd Floor  
610-758-3813  
[pam8@lehigh.edu](mailto:pam8@lehigh.edu)

# RESOURCES



## Community:

- **Bethlehem Police Department**  
610-865-7187 (non-emergencies)  
From University Phone: 9-911 (emergencies)  
From Non-University Phone: 911 (emergencies)
- **Lehigh Valley Hospital - Muhlenberg**  
2545 Schoenersville Road  
Bethlehem, PA 18017  
888-402-LVHN (5846) (General)  
610-402-8000 (Patient Information)  
484-884-2521 (Emergency Department)
- **St. Luke's University Hospital - Bethlehem**  
801 Ostrum Street  
Bethlehem, PA 18015  
484-526-4000  
1-866-STLUKES (785-8537)

## National:

- **National Sexual Violence Resource Center (NSVRC)**  
1-877-739-3895  
TTY: 1-717-909-0715
- **National Resource Center on Domestic Violence (NRC DV)**  
1-800-799-7233  
TTY: 1-800-787-3224
- **Rape, Abuse, and Incest National Network (RAINN)**  
1-800-656-HOPE (4673)

## State:

- **Pennsylvania Coalition Against Rape (PCAR)**  
1-888-772-7227 (toll free hotline)
- **Pennsylvania Coalition Against Domestic Violence (PCADV)**  
1-800-799-SAFE (7233)  
TTY: 1-800-553-2508

Any questions about this Annual Report should be directed to Karen Salvemini, Equal Opportunity Compliance Coordinator, by email at [kas515@lehigh.edu](mailto:kas515@lehigh.edu) or by phone at 610-758-3535.

**LEHIGH UNIVERSITY**

Office of the General Counsel  
27 Memorial Drive West, Room 105  
Bethlehem, PA 18015

