

ANNUAL REPORT

EOCCC

EQUAL OPPORTUNITY COMPLIANCE COORDINATOR

2020 - 2021
2021 - 2022



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Welcome to the Equal Opportunity Compliance Coordinator's Annual Report for the 2020-2021 and 2021-2022 academic years. The 2020-2021 academic year continued to introduce challenges arising from the global COVID-19 pandemic, including an ongoing shift from in-person education to virtual forms of education and communication. Compared to previous academic years, the number of reports traditionally received during the academic year appeared to be directly impacted by the pandemic and the changes in higher education during that time. The 2020-2021 academic year also saw the rollout of the 2020 Title IX regulations from the federal government, prompting significant changes to the University's Policy on Harassment and Non-Discrimination and the way in which the University responded to reports of sexual harassment. While the 2021-2022 academic year saw a return to in-person education, last minute adjustments to virtual options for programs continued to be necessary due to COVID-19, along with returning to an in-person environment after almost 18 months of conducting business remotely.

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 at Lehigh to address harassment, discrimination, retaliation, and sexual misconduct. 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.

Sincerely,

Karen A. Salvemini



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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.¹

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

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.

The Equal Opportunity Compliance Coordinator, in her role as Title IX Coordinator, is responsible for ensuring compliance with Title IX. These responsibilities include, among others, creating and implementing appropriate policies relating to Title IX, serving as the point person for the intake of reports and complaints, overseeing prompt and equitable grievance procedures, implementing and coordinating efforts to stop, prevent, and remedy sexual misconduct, educating the campus community about Title IX and sexual misconduct, and training those who serve in various roles in the relevant grievance processes, including those who are required to report incidents of sexual misconduct of which they become aware.

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.

¹ For ease of reference throughout this report, the Equal Opportunity Compliance Coordinator title will be used in place of each individual coordinator title.

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,² another reporting option is to contact the Gender Violence Support Advocates at 610-758-4763. The Advocates are a network of dedicated faculty and staff members who are specially trained to work with student survivors of sexual misconduct and other students impacted by sexual misconduct, 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, including friends and family of student survivors of sexual misconduct, may also contact the Advocates.

Any incident of sexual misconduct that involves a student may be reported to the Advocates. While the Advocates primarily focus on situations involving sexual misconduct, if they are contacted with a report of harassment or discrimination, they will connect the reporter with the appropriate office or 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 supportive 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 sent to 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 that involve 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 faculty and staff (Employee Assistance Program: HealthAdvocate). 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.

² Incidents of sexual misconduct not involving students should be reported to LUPD or to the Equal Opportunity Compliance Coordinator.

REPORTS AND COMPLAINTS

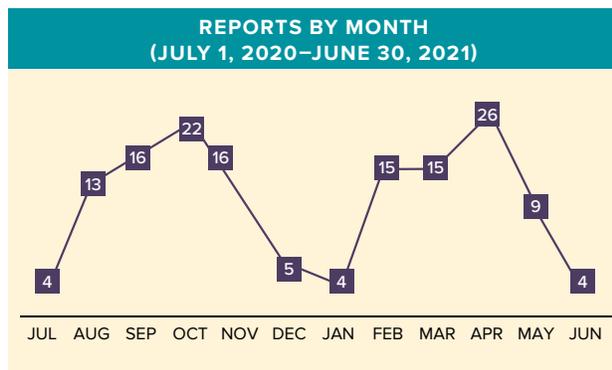
All reports and complaints to the Equal Opportunity Compliance Coordinator are documented and logged for tracking purposes. In the event that a report or complaint does not involve harassment, discrimination, retaliation, or sexual misconduct, as those terms are defined by the University’s Policy on Harassment and Non-Discrimination (see lehigh.edu/go/harassmentpolicy), 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. During the 2020-2021 academic year, the 2020 Title IX regulations also required institutions of higher education to define formal complaints, which are documents signed or filed by a complainant (an individual who is alleged to have been subject to harassment, discrimination, or other prohibited conduct) or the Title IX Coordinator alleging harassment or discrimination based on sex and requesting that the University investigate the allegation pursuant to Section 5 of the Policy on Harassment and Non-Discrimination. Section 5 of the Policy on Harassment and Non-Discrimination incorporates the processes and procedures required by the 2020 Title IX regulations in certain cases of sexual harassment.

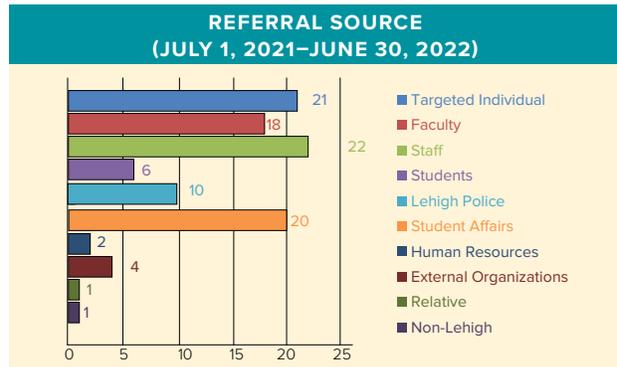
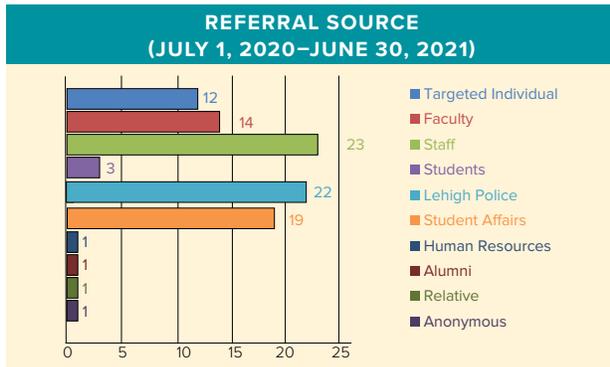
The information contained in this document is based on information received by the Equal Opportunity Compliance Coordinator throughout the 2020-2021 and 2021-2022 academic years. These numbers may vary from the numbers reported by other University departments based on differing definitions of reports, complaints, and other factors.

The Equal Opportunity Compliance Coordinator received 149 reports during the 2020-2021 academic year and 246 reports during the 2021-2022 academic year. The impact of the COVID-19 pandemic on the 2020-2021 academic year due to an essentially fully remote experience for students, faculty, and staff had a clear impact on the number of reports (and presumably on the number of incidents taking place). Due to the strict limitations on socialization during the 2020-2021 academic year, it was not unexpected that the number of reported cases would drop as compared to previous, non-COVID impacted academic years. In addition, the number of reports (and presumably incidents) were anticipated to reach near record numbers after returning to a traditional in-person experience during the 2021-2022 academic year. Following more than a year of limited in-person interactions in any capacity and a reentry to socializing and engaging with people in person, it was anticipated that there may be difficulty in negotiating social cues, boundaries, etc. (not just at the University but across higher education and society more broadly).

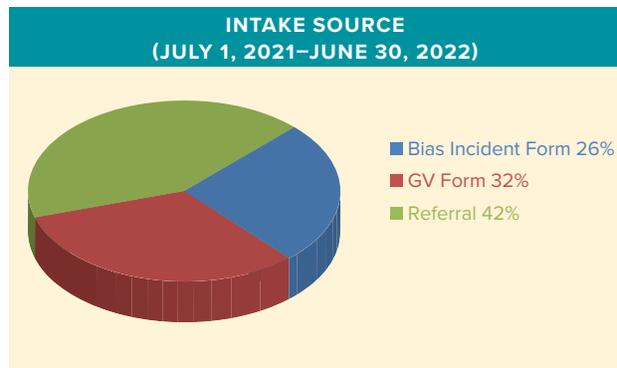
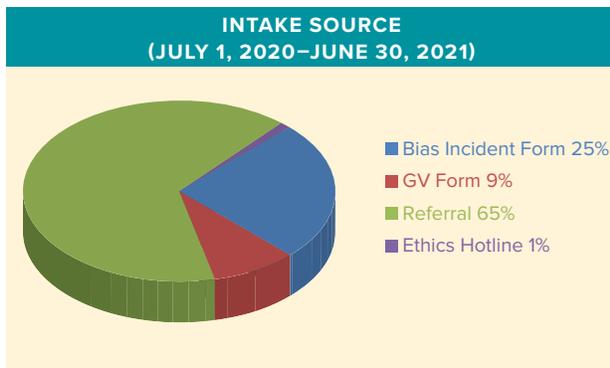
The graphs below indicate the number of reports received each month from July 1, 2020 through June 30, 2021 and from July 1, 2021 through June 30, 2022, respectively.



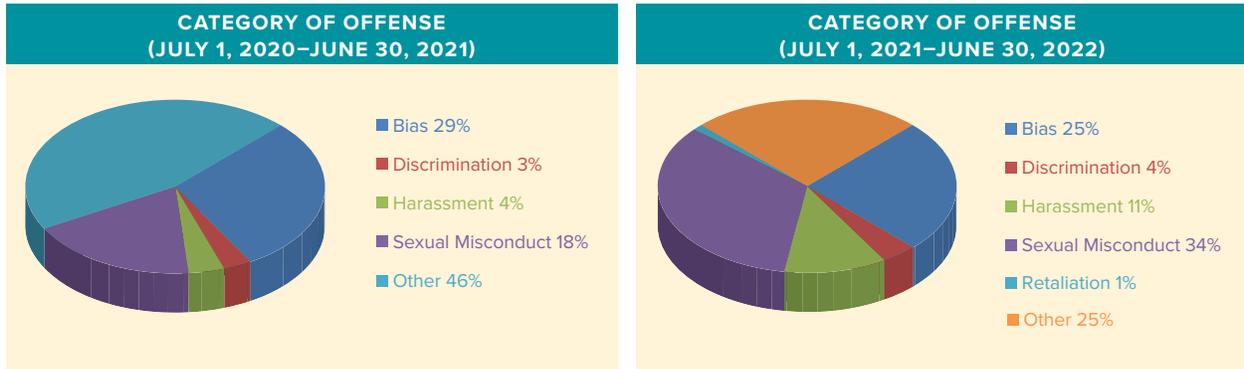
The Equal Opportunity Compliance Coordinator receives reports through a variety of methods. The vast majority of reports received during the 2020–2021 and 2021–2022 academic years consisted of referrals by members of the Lehigh community. Referrals include contact made by telephone, email, or in-person 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” charts below.



In addition to referrals, the submission of online reporting forms, including the Discrimination, Harassment, Retaliation, or Bias Incident Reporting Form, and the Gender Violence Incident Reporting Form, 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” charts below.

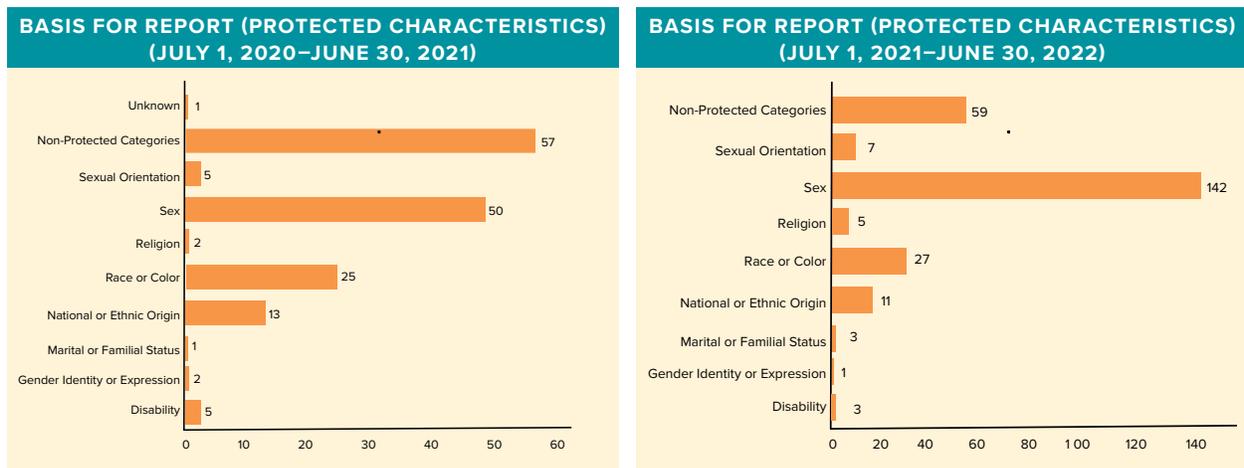


The charts below contain more information about the types of reports received by the Equal Opportunity Compliance Coordinator during the 2020-2021 and 2021-2022 academic years. Reports of bias and sexual misconduct continued to comprise the majority of received reports, but during both years, the Equal Opportunity Compliance Coordinator also received a large number of reports that did not implicate a protected characteristic and therefore were generally referred to other University offices to review.

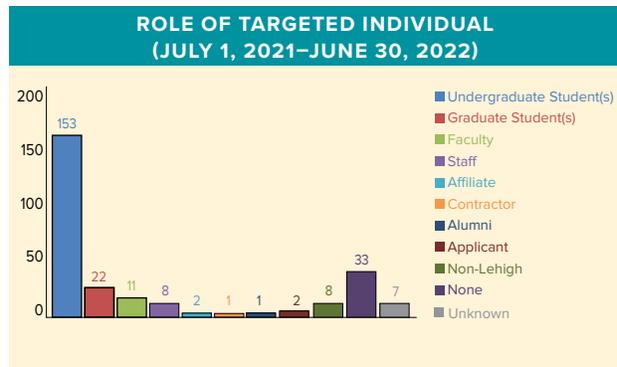
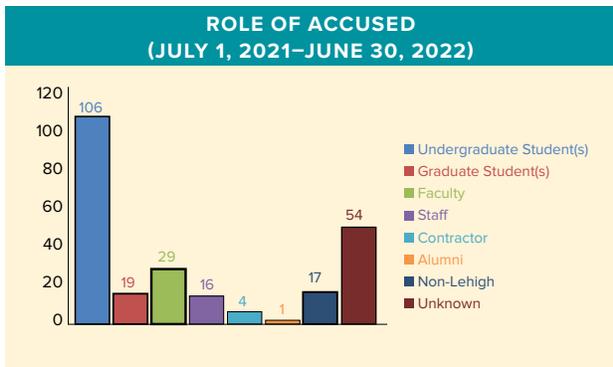
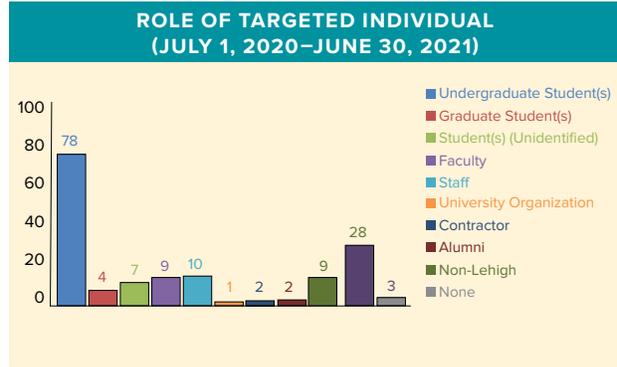
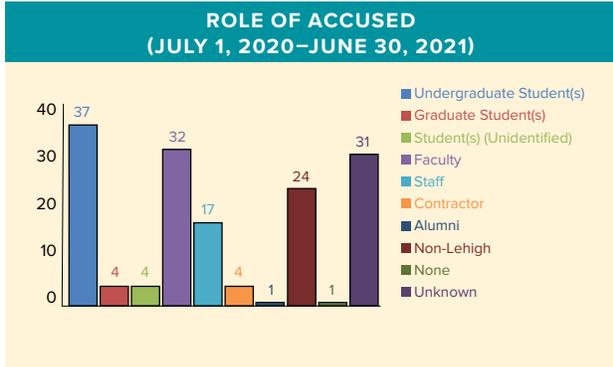


When reviewing the basis on which reports were filed with the Equal Opportunity Compliance Coordinator, as set forth in the charts below, it is clear that the majority of reports are based on sex as the protected characteristic implicated by the action. Because sexual misconduct is considered a form 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.

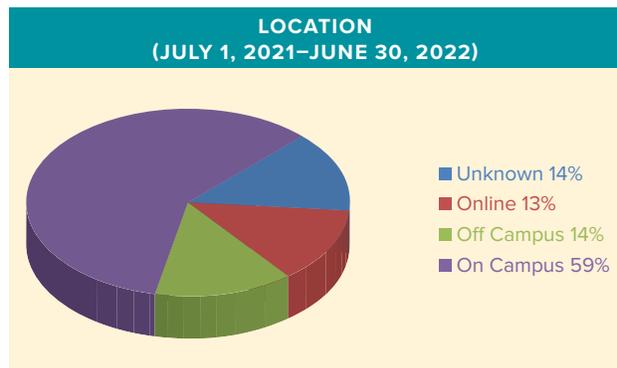
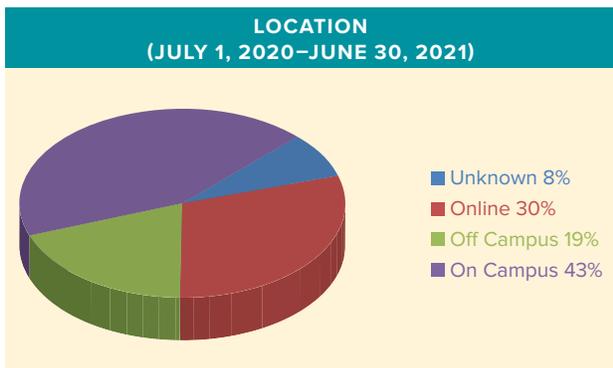
The Equal Opportunity Compliance Coordinator also occasionally receives reports that do not involve a protected characteristic and therefore do not preliminarily fit into the categories of harassment or discrimination. These reports have been identified on the charts below as “non-protected categories.” During the 2020-2021 academic year, for the first time, the number of reports that were predicated on non-protected categories eclipsed all other categories that formed the basis of the reports made to the Equal Opportunity Compliance Coordinator. During this time, many reports were predicated on issues relating to COVID-19, such as violating policies addressing masking requirements, social distancing requirements, Zoom classroom etiquette, etc. When campus life resumed at a more “normal” in-person experience during the 2021-2022 academic year, the basis for reports again shifted back to the majority of received reports implicating one’s sex as the basis for the reported behavior.



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 2020-2021 and 2021-2022 academic year are identified in the following charts.



During the 2020-2021 academic year, the occurrence of incidents online significantly increased as compared to previous academic years as the vast majority of educational and social opportunities were taking place through video conferencing software and social media, and opportunities to interact in-person were significantly limited. As the campus returned to in-person education during the 2021-2022 academic year, the location of incidents reverted back to historical rates, with the majority of reported incidents occurring on University property, as opposed to online or off-campus locations.



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 individual³ or because insufficient information has been provided and efforts to obtain additional information have been unsuccessful. The majority of cases are typically resolved through the implementation of supportive measures (including University no-contact orders) and targeted educational sessions and trainings, and not through formal or informal resolution processes.

The formal resolution 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, sexual misconduct, or other prohibited conduct and who makes a report or files a complaint. A respondent is generally 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, sexual misconduct, or other prohibited conduct. One complaint out of the 149 reports and complaints received was addressed through a formal resolution process during the 2020-2021 academic year, and seven complaints out of the 246 reports and complaints received were addressed through a formal resolution process during the 2021-2022 academic year. Many reports received

during both academic years were resolved through informal resolution processes which involved mediated conversations, negotiated resolutions, educational conversations and opportunities, and other related methods of resolution.

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) or the Accommodations Specialist in Human Resources at 610-758-3698 (for employees). 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.

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

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 analyzing the data from 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.

³ In limited circumstances, even if an individual does not wish to move forward with either a formal or informal resolution 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 lehigh.edu/go/harassmentpolicy.

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 2022-2023 academic year and beyond. The Equal Opportunity Compliance Coordinator and the Office of Gender Violence Education & Support also regularly work with students to gather information relating to sexual misconduct in order to modify and/or create educational programming suited to the specific needs of students. The 2020-2021 and 2021-2022 academic years were focused on educating the University community on changes to the University's processes available to respond to reports of incidents of harassment, discrimination, retaliation, and sexual misconduct, in light of the implementation of the 2020 Title IX regulations. Focus was also shifted to clarifying misperceptions and misinformation about Title IX and the 2020 Title IX regulations.

Education on these topics (Title IX, University processes, support resources and supportive 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 2020-2021 and 2021-2022 academic years, the student population continued to be the focus of many training efforts. During the 2020-2021 academic year, those training efforts were almost exclusively conducted via Zoom or other video conferencing platforms. During the 2021-2021 academic year, training efforts were conducted in-person and via Zoom and other video conferencing platforms, and were many times offered through both platforms simultaneously.

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 harassment, sexual assault, stalking, and intimate partner abuse), reporting options, resources, and University processes and procedures.

Gryphons⁴ and orientation leaders were also trained on the University's definitions of harassment, discrimination, retaliation, and sexual misconduct (including sexual harassment, sexual assault, and intimate partner abuse), reporting options, resources, and University processes and procedures,⁵ prior to the commencement of the 2020-2021 and 2021-2022 academic years, and were informed of their reporting responsibilities as mandatory reporters under University policy.⁶ The Office of Gender Violence Education & Support and the Equal Opportunity Compliance Coordinator presented on these same topics to all teaching assistants during the beginning of the Fall 2020 and Fall 2021 semesters.

During the 2020-2021 and 2021-2022 academic years, 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, Office of Gender Violence Education & Support, and the Athletics Department coordinated to provide in-person and video conferencing programming to all student athletes about sexual harassment and sexual misconduct.

The Equal Opportunity Compliance Coordinator also provided training on these topics to various other student groups, such as Break the Silence⁷ and student club and organization presidents and treasurers, and met with the Undergraduate Student Senate and Graduate Student Senate to discuss the 2020 Title IX regulations and the Equal Opportunity Compliance Coordinator's role in

⁴ Gryphons are the University's student residence hall advisors.

⁵ 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. These sessions were handled in a video conferencing format during the 2020-2021 academic year due to the COVID-19 pandemic.

⁶ 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 from the previous year to their reporting protocol.

⁷ Break the Silence (BTS) is a student-run peer education organization whose mission is to spread awareness about sexual misconduct and to prevent sexual misconduct through healthy sexuality education. The Office of Gender Violence Education & Support oversees and trains BTS members.

responding to incidents of harassment, discrimination, retaliation, and sexual misconduct at Lehigh.

The Equal Opportunity Compliance Coordinator also met with a class of students enrolled in the Reserve Officer Training Corps (ROTC) program throughout the 2020-2021 and 2021-2022 academic years to discuss sexual harassment and sexual misconduct, reporting incidents of these behaviors, and how institutions respond to reports of these behaviors.

Coordinating with the Office of Fraternity and Sorority Affairs and Office of Gender Violence Education & Support, students participating in Greek life at the University attended annual educational programs on sexual misconduct, University policies relating to sexual misconduct, healthy sex and relationships, sex communication, and bystander intervention. These programs were piloted with various Greek chapters before implementation and were developed in coordination with the Resistance Lab,⁸ organized by Dr. Nicole (Nic) Johnson, an assistant professor in the University's College of Education. Over the course of four years, students will participate in a different program each year, with each program incorporating messages and topics relevant to sexual misconduct, healthy sex and relationships, sex communication, and bystander intervention.

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 years through various training opportunities and meetings.

As referenced above, 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. In order to ensure that the presented material and format of the sessions meets the needs of the athletics staff, an annual survey is sent to all athletics staff members to identify particular issues or topics on which to focus, in addition to the material required to be covered by NCAA policies.

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.

All new and returning Advocates attended training sessions 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.

ADDITIONAL TRAININGS

During the 2019-2020 academic year, the “Cornerstones of Community” curriculum was implemented and regularly reviewed to determine whether the structured curriculum required any alterations. 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. During the 2020-2021 and 2021-2022 academic years, the “Cornerstones of Community” curriculum continued to be refined and reviewed to ensure a robust educational experience for participants. For more information about the Cornerstones of Community curriculum, visit: <https://hr.lehigh.edu/cornerstones-community>.

All new employees were required to complete an online training program about harassment and discrimination, which provides information on the fundamentals of these behaviors.

⁸ The Resistance Lab is comprised of Dr. Johnson, along with primarily masters-level and doctoral students, and is founded on the idea that gender-based violence can be ended through feminist consciousness raising, high quality research, empirically supported and culturally sensitive programming, and system-level change. The Resistance Lab also works collaboratively with others to provide education about gender-based violence.

In addition to online and in-person trainings, additional methods have been utilized to communicate relevant information about these topics to the Lehigh community.

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/>. During the 2020-2021 academic year, the Equal Opportunity Compliance Coordinator website was updated to improve the accessibility of information, and additional changes were made to eliminate outdated information.

Publications of the Equal Opportunity Compliance Coordinator Annual Report can also be found on the Equal Opportunity Compliance Coordinator website. The Annual Report is typically published and posted following each academic 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.

During the 2020-2021 academic year, the Equal Opportunity Compliance Coordinator worked with the Office of Gender Violence Education & Support and the Resistance Lab to develop a social media Transparency

Campaign. The campaign focused on clarifying misinformation and/or misperceptions about policies and procedures relating to harassment, discrimination, and sexual misconduct, the role of the Equal Opportunity Compliance Coordinator, what happens when a report is received by the Equal Opportunity Compliance Coordinator, and how mandatory reporting is handled at the University.

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, mugs, stress balls, and pens with a furred banner identifying 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 her office, meeting her, and listening to a brief summary of the role of the office. During the COVID-19 pandemic, videos were recorded and made available to students to review in order for them to learn more about the office.

A significant project during the 2020-2021 academic year was the revision and implementation of the University's Policy on Harassment and Non-Discrimination. Due to the publication of the 2020 Title IX regulations in May 2020, the University's Policy on Harassment and Non-Discrimination needed to be overhauled and implemented by August 14, 2020, in order to be compliant with applicable federal regulations. As such, the Equal Opportunity Compliance Coordinator organized a committee of individuals from various University offices with whom to consult on changes to the Policy on Harassment and Non-Discrimination, with subcommittees also meeting regularly to discuss issues specific to various constituencies. Throughout the summer of 2020, the Equal Opportunity Compliance Coordinator also consulted with various entities in preparation for implementing the revised Policy on Harassment and Non-Discrimination. These entities included the University's Faculty Senate, including several meetings with the Executive Committee of the Faculty Senate, Graduate Student Senate leadership, Undergraduate Student Senate leadership, and the Employee Relations Advisory Committee (ERAC), and attempted consultation with Break The Silence (BTS) peer educators. After a vote by the Faculty Senate, the University Board of Trustees approved the revised Policy on Harassment and Non-Discrimination on August 14, 2020. The Equal Opportunity Compliance Coordinator then focused on communicating to the campus community about the revisions to the Policy on Harassment and Non-Discrimination throughout the 2020-2021 academic year. The policy is published at: lehigh.edu/go/harassmentpolicy.

The Equal Opportunity Compliance Coordinator subsequently worked with the Faculty Senate to modify two provisions in the Rules & Procedures of the Faculty to better align with provisions of the University's Policy on Harassment and Non-Discrimination.

Another particular policy project the Equal Opportunity Compliance Coordinator was involved with during the 2020-2021 academic year was developing and implementing a Chosen Name Policy and a Gender Identity Policy. The Equal Opportunity Compliance Coordinator collaborated with various offices across campus to implement, review, and revise policies and processes to allow individuals to identify their chosen name and gender identity in University systems. The Equal Opportunity Compliance Coordinator took the lead on drafting the policies that were subsequently finalized and approved. The policies are published at: <https://provost.lehigh.edu/chosen-name-policy> and <https://provost.lehigh.edu/designating-gender-identity-and-legal-sex>.

Revisions to the NCAA's Sexual Violence Policy in 2020 also prompted the Equal Opportunity Compliance Coordinator and the Athletics Department to create a committee to review and implement sexual violence checks commencing with the 2022-2023 academic year. Working with other offices such as the Admissions Office, the committee reviewed the NCAA requirements, reviewed internal policies and procedures and information gathering, and developed a protocol and process for gathering and reviewing information from current and incoming student-athletes relating to any history of sexual violence.

In consultation with other offices, including the Office of the General Counsel, Risk Management, and Library & Technology Services (LTS), the Equal Opportunity Compliance Coordinator rolled out an inaugural (and annual) Policy Acknowledgment Review Process during the 2021-2022 academic year. Every University employee is required to review and acknowledge receipt of various University policies, including the University's Policy on Harassment and Non-Discrimination. Employees who do not meet the Policy Acknowledgment Process deadline each year lose access to their Lehigh credentials until they complete the process.

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 2020-2021 academic year, the Equal Opportunity Compliance Coordinator, General Counsel, and Lehigh University Police Department met regularly in an effort to formalize processes for information sharing and working collaboratively to coordinate and minimize the harmful effects on individuals impacted by harassment, discrimination, and sexual misconduct. The Equal Opportunity Compliance Coordinator and the Lehigh University Police Department consulted with their counterparts at other Pennsylvania institutions regarding the relationship between these offices and protocols and procedures that had been developed and formalized to strengthen those relationships.

The Equal Opportunity Compliance Coordinator and Director of the Office of Gender Violence Education & Support also consulted with the Office of Research and Sponsored Programs while completing work on the It's On Us grant from the Commonwealth of Pennsylvania

to ensure compliance with all grant requirements and reporting obligations.

In addition, the Equal Opportunity Compliance Coordinator 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.

The Equal Opportunity Compliance Coordinator also consults with experts and collaborates with her counterparts at other institutions of higher education through professional organizations such as the Association of Title IX Administrations (ATIXA) and the National Association of College and University Attorneys (NACUA) and participates in trainings, webinars, conferences, and other educational opportunities for professional development and to remain current on applicable laws and best practices relating to harassment, discrimination, retaliation, and sexual misconduct.

STUDENTS

I'm a student and I or someone I know has experienced, witnessed, or has questions about Title IX, sexual misconduct, sexual harassment, sexual assault, stalking, dating violence, domestic violence, or sexual exploitation.

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

EQUAL OPPORTUNITY COMPLIANCE COORDINATOR/ TITLE IX COORDINATOR

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 sexual misconduct or to discuss available options or resources.

KAREN A. SALVEMINI
ALUMNI MEMORIAL BUILDING
610-758-3535

CONFIDENTIAL RESOURCES

Students who wish to talk about sexual misconduct 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

2132 S. 12TH STREET, SUITE 101
ALLENTOWN, PA 18103
610-437-6611

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 sexual misconduct, including:

**Office of Gender Violence
Education & Support**
CHRISTMAS-SAUCON 241
610-758-1303

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

**Office of Student Conduct
& Community Expectations**
WILLIAMS HALL, SUITE 320
610-758-3535

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

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

SCAN QR CODE
FOR MORE INFORMATION
ABOUT RESOURCES



GENDER VIOLENCE SUPPORT ADVOCATES

24-HOUR HOTLINE
610-758-4763



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EMPLOYEES

I am an employee and I have received a disclosure of harassment, discrimination, or sexual misconduct (including sexual harassment, sexual assault, stalking, dating violence, domestic violence, and other prohibited sex-based conduct such as sexual exploitation) or have a question about these behaviors or Title IX.

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:
Uprise Health
 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
 2132 S. 12TH STREET, SUITE 101
 ALLENTOWN, PA 18103
 610-437-6611

GENDER VIOLENCE SUPPORT ADVOCATES
24-HOUR HOTLINE
610-758-4763

EQUAL OPPORTUNITY COMPLIANCE COORDINATOR/ TITLE IX COORDINATOR

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.

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

QUESTIONS?

**Equal Opportunity Compliance Coordinator/
 Title IX Coordinator**
 ALUMNI MEMORIAL BUILDING | 610-758-3535
EOCC@LEHIGH.EDU

Office of Gender Violence Education & Support
 CHRISTMAS-SAUCON 241 | 610-758-1303
INGVES@LEHIGH.EDU

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



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**
36 University Driver
Johnson Hall, 4th Floor
610-758-3880
incso@lehigh.edu
- **Chaplain's Office**
The Dialogue Center, 661 Taylor Street
610-758-3200
incha@lehigh.edu

LEHIGH (For Faculty and Staff):

- **HealthAdvocate**
Employee Assistance Program
1-800-799-2728

COMMUNITY (For Faculty, Staff, & Students):

- **Crime Victims Council of the Lehigh Valley**
2132 S. 12th Street
Allentown, PA 18103
610-437-6610
610-437-6611 (24-hour hotline)
- **65 E. Elizabeth Avenue, Suite 208**
Bethlehem, PA 18018
610-849-2446
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)
610-437-3369 (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
- **Office of Student Conduct & Community Expectations**
Williams Hall, Suite 320
610-758-4632
cjm9@lehigh.edu
- **Office of Gender Violence Education & Support**
Christmas-Saucon 241
610-758-1303
ingves@lehigh.edu
- **Advocates**
610-758-4763
- **Office of Diversity, Inclusion and Equity**
Alumni Memorial Building, Suite 201
610-758-2128
vpec@lehigh.edu
- **The Center for Gender Equity**
Christmas-Saucon 336
610-758-6484
incge@lehigh.edu
- **Office of Multicultural Affairs**
Christmas-Saucon 201
610-758-5973
inmca@lehigh.edu
- **Pride Center for Sexual Orientation & Gender Identity**
Christmas-Saucon 204
610-758-4574
pridecenter@lehigh.edu
- **Center for Academic Success**
Williams Hall, Suite 301
610-758-5181
intutor@lehigh.edu

Disability Support Services

Williams Hall, Suite 301
610-758-4152
indss@lehigh.edu

Health and Wellness Center

Johnson Hall, 3rd Floor
610-758-3870
inluhc@lehigh.edu

Dean of Students

Williams Hall, Suite 380
610-758-4156
indost@lehigh.edu

Graduate Life Office

217 W. Packer Avenue
610-758-4722
gradlife@lehigh.edu

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
- **Human Resources**
Linda Lefever
306 S. New Street, Suite 437
610-758-3900
inhro@lehigh.edu
- **Ombuds Office**
Kathleen Hutnik
217 W. Packer Avenue (Packer House)
610-758-3648
kaha@lehigh.edu
- Anne Meltzer
STEPS Building, Room 596
610-758-3673
ameltzer@lehigh.edu

RESOURCES



Jennifer Swann
Iacocca Hall, Room D215
610-758-5484
jms5@lehigh.edu

- **Office of Diversity, Inclusion and Equity**
Alumni Memorial Building, Suite 201
610-758-2128
vpec@lehigh.edu
- **The Center for Gender Equity**
Christmas-Saucon 336
610-758-6484
incge@lehigh.edu
- **Office of Multicultural Affairs**
Christmas-Saucon 201
610-758-5973
inmca@lehigh.edu
- **Pride Center for Sexual Orientation & Gender Identity**
Christmas-Saucon 204
610-758-4574
pridecenter@lehigh.edu
- **Disability Support for Employees**
Accommodation Specialist
Human Resources
306 S. New Street, Suite 437
610-758-3698
kmp415@lehigh.edu

COMMUNITY (For Faculty, Staff, & Students):

- **Bethlehem Police Department**
10 E. Church Street
Bethlehem, PA 18018
610-865-7000 (non-emergencies)
From University Phone: 7-911 (emergencies)
From Non-University Phone: 911 (emergencies)

- **Lehigh Valley Hospital - Muhlenberg**
2545 Schoenersville Road
Bethlehem, PA 18017
610-402-8000 (General/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)

State:

- **Pennsylvania Coalition Against Rape (PCAR)**
1-888-772-7227 (toll free hotline)
immediate assistance)
717-728-9740 (general inquiries)
- **Pennsylvania Coalition Against Domestic Violence (PCADV)**
1-800-799-SAFE (7233)

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)

Any questions about this Annual Report should be directed to Karen Salvemini, Equal Opportunity Compliance Coordinator, by email at eoicc@lehigh.edu or by phone at 610-758-3535.

LEHIGH UNIVERSITY

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



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