WHAT IS TITLE IX?

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

Karen A. Salvemini
Alumni Memorial Building
27 Memorial Drive West
610-758-3535
eocc@lehigh.edu

WHAT IS GENDER VIOLENCE?

Intimate Partner Sexual Abuse Assault Stalking Exploitation

COMMITMENT TO A SAFE & SUPPORTIVE COMMUNITY

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

GENDER VIOLENCE REPORTING

Lehigh University Police Department (LUPD)
610.758.4200

Advocates
610.758.4763

Equal Opportunity Compliance Coordinator/Title IX Coordinator
610.758.3535

RETRIALATION

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

UNDERGRADUATE STUDENTS

What to Expect

Title IX & Gender Violence Reporting

The Office of Gender Violence Education and Support

The Office of Gender Violence Education & Support
ingves@lehigh.edu
610-758-1303

Equal Opportunity Compliance Coordinator & Title IX Coordinator
eocc@lehigh.edu
610-758-3535
REPORTING OPTIONS

If you have experienced or witnessed gender violence, there are several reporting options:

Report To Police
You have the right to file a report with the police. The police will take appropriate steps in response to your report. Contact the Lehight University Police Department at:

321 East Packer Avenue
610-758-4200

Report to University
You have the right to pursue a University investigation of a violation of University policy and to file a complaint with the Title IX Coordinator:

Karen A. Salvemini
Alumni Memorial Building
27 Memorial Drive West
610-758-3535
eocc@lehigh.edu

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

Filing a criminal report is separate from pursuing a complaint through the University’s policies and procedures.

I FILED A COMPLAINT WITH THE UNIVERSITY. WHAT’S NEXT?

First, you will meet with the Title IX Coordinator to discuss your complaint, available resources, and the University’s processes and procedures.

Second, a decision will be made regarding whether the informal or formal process may be used.

Formal Resolution Process
- An investigation is conducted by the Title IX Coordinator and a trained co-investigator (typically a member of the Dean of Students staff).
- Notice of the complaint and applicable policies and procedures are provided to parties.
- Interim and remedial measures are considered and implemented as deemed appropriate. These may include:
  - Reassignment of your University residence
  - Adjustments to your academic schedule
  - Issuance of University no-contact orders
- Investigators conduct interviews and review and gather evidence.
- Investigators prepare a report containing factual findings and recommendations of University policy violations.
- A three-member panel comprised of faculty and staff reviews the report and determines if it is more likely than not that a violation of University policy occurred.
- If the panel finds a violation of policy, the Office of Student Conduct & Community Expectations determines appropriate sanctions and/or remedies.
- Both parties are notified of the panel's decision and of the sanction/remedy, if applicable.
- Both parties have the right to appeal the decision and/or sanction/remedy.

The informal resolution process will not be used to investigate or resolve reports of sexual violence.

Informal Resolution Process
- Voluntary
- Assigned to trained staff or faculty member to facilitate a resolution
- Assessed to determine whether formal process is needed