

Available Support Resources

Title IX Coordinator

- **Jennifer McCary**
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On-campus Resources

• Student Resources Coordination

Student Rights and Responsibilities
Ron Wiafe, rwiafe@gettysburg.edu 717.337.6909

Health Services (*health services fee waived*) 717.337.6970

Victim Services Advocate 717.253.8292

Jessica Ritter, jritter@gettysburg.edu

Counseling Services (*confidential resource*) 717.337.6960

• Employee Resources Coordination

Office of Human Resources (HR)
Co-Director of HR: Jen Lucas 717.337.6211
Co-Director of HR: Regina Campo 717.337.6207

Employee Standards of Conduct Policy
http://www.gettysburg.edu/about/offices/president/hr/guidelines_procedures/employee_handbooksection10.dot

Health & Counseling Services (*confidential resource*)
Employee Assistance Program, general 866.227.6527
Employee Assistance Program, urgent 800.673.2496

• Department of Public Safety (DPS)

24-hour Dispatch 717.337.6912
Emergencies 717.337.6911

• Sexual Misconduct Resource Site

<http://www.gettysburg.edu/sexualmisconductresource>

• Annual Security and Fire Safety Report

http://www.gettysburg.edu/about/offices/college_life/safety/security-and-fire-safety-report

Off-campus Resources

• Police Information

Adams County Emergency 911 Center 911
Gettysburg Police (Adams County) 717.334.8101 or 911

• Medical Treatment

Gettysburg Hospital 717.334.2121*
Hanover Hospital 717.316.3711*

* provide professional staff who specifically handle sexual assaults

• **Advocacy & Rape Crisis Hotline** 800.787.8106
717.334.9777

• **Survivors, Inc.** 717.334.0589

The College will provide students and employees with written notification of victim services that are available within the institution and the community.

Victims of Sexual Assault, Stalking, Domestic Violence, or Dating Violence should:

- consider seeking medical attention as soon as possible at the Gettysburg Hospital Emergency Department (GHED) after an incident of sexual assault, dating violence, or domestic violence. If victims of sexual assault do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.
- preserve evidence that may assist investigators during the course of a criminal investigation prove that the criminal offense occurred, or is occurring. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours. This evidence may be helpful in obtaining a protection order.
- save text messages, instant messages, social networking pages, other communications as evidence; and keep pictures, logs, or copies of documents if they have any that could be useful to College adjudicators/investigators or local police.

Rights of Victims and the Institution's Responsibilities for Court Orders of Protection

In Pennsylvania, when an abuser is a present or past member of the victim's household or family, the victim is eligible for a Protection From Abuse (PFA) order.

When an abuser is not a present or past member of the victim's household or family, adults and minors can petition for a Sexual Violence Protection Order (SVPO).

The Protection of Victims of Sexual Violence or Intimidation (PSVI) Act provides victims of sexual violence or intimidation a civil remedy that requires the offender to stay away from the victim regardless of whether the victim seeks criminal prosecution. Victims of sexual violence and intimidation are eligible for relief who do not have a family or household member relationship with the defendant.

DPS will help put victims who are interested in pursuing a PFA, an SVPO, or PSVI in contact with local officials. Any student or employee who obtains a PFA, SVPO, or PSVI from Pennsylvania or any similar Order from a reciprocal state should provide a copy to DPS.

Adams County, PA, which includes the borough of Gettysburg and surrounding area, has established an anonymous reporting protocol for victims of sexual assault. Victims may report a sexual assault anonymously at the Gettysburg Hospital and have forensic evidence collected during the exam. The Adams County District Attorney's Office manages the anonymous reporting protocol.

Gettysburg College

Know Your Rights Sexual Assault & Relationship Violence 2017/2018



Gettysburg College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. If you have experienced sexual discrimination, and/or sexual violence (including sexual assault, dating violence, domestic violence, or stalking) in particular, this brochure includes some things you should know about your rights.

Gettysburg College is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees; as such, we take active measures against and prohibit all discrimination, discriminatory harassment, and sexual harassment, including any type of violence or misconduct.

Inquiries Concerning the Application of these Policies

Inquiries may be referred to the Title IX Coordinator or to the office for Civil Rights, United States Department of Education.

For further information, visit :

<https://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>
for the address and phone number of the U.S. Department of Education office that serves your area, or call: 800.421.3481

Reporting Incidents of Sexual Misconduct

Victims of Sexual Misconduct are encouraged to report crimes to DPS: 717.337.6911; the local Gettysburg Police: 911; and/or the Title IX Coordinator: 717.337.6907; or report online at: www.gettysburg.edu/reportconcern/

Gettysburg College Will Respond Promptly and Effectively to Sexual Violence

- You have the right to report the incident to Gettysburg College, have Gettysburg College investigate what happened, and have your complaint resolved promptly and equitably.
- You have the right to choose to report an incident of sexual violence to College officials and/or local law enforcement. A criminal investigation does not relieve Gettysburg College of its duty under Title IX to respond promptly and effectively to a complaint of sexual harassment or sexual violence. DPS will assist victims in facilitating a report to the police, should they choose to do so.
- Gettysburg College has published policies and procedures prohibiting sexual misconduct and for reporting complaints of sex discrimination, including sexual violence.

Accommodations and Protective Measures Available for Victims

- During the investigation and prior to the final determination, the College may take appropriate interim measures to protect the parties involved. Interim measures can be requested by any involved party, or can be imposed by the College. Such measures may include changes to academic, living, working, or transportation situations/conditions, regardless of whether the victim chooses to report the crime to law enforcement.

Gettysburg College Prohibits Retaliation

- Retaliation against someone who files a complaint or who participates in an investigation is strictly prohibited by College policy and by law.
- You have the right to report any retaliation by College employees, the alleged perpetrator, and/or other students. Gettysburg College will take strong responsive action if retaliation occurs.

Victim Services Advocate (VSA)

- The VSA serves as a confidential resource for students on campus. The VSA does not have to report personal identifying information of complainants, victims, or witnesses involving instances of domestic/dating violence, sexual assault, relationship violence, stalking, etc. to campus authorities, except as it relates to child abuse or an imminent risk of harm to self or others. The VSA offers confidential crisis intervention, facilitates an on-campus support group, makes referrals as needed, and provides accompaniment to medical and legal appointments as requested by students, staff, and faculty of Gettysburg College.

Confidential Support Services

- Some people, such as counselors or victim advocates, can talk with you in confidence without triggering a report or an investigation. Specifically, you can contact any of the on- or off-campus confidential resources listed in this brochure to report an incident of sexual harassment and/or sexual violence in confidence.
- When faculty and staff not involved in the confidential resource offices listed in this brochure learn about sexual harassment and/or sexual violence involving students or employees, they have an obligation to report it.
- Even if you do not seek out a confidential resource or ask for privacy, Gettysburg College will only disclose information to individuals who are responsible for handling the response to sexual harassment and/or sexual violence and have a clear need to know.
- You have the right to talk with College officials about protecting your safety and privacy.
- The College does not publish the names of crime victims or other identifiable information regarding victims in the Daily Crime and Fire Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Campus Safety Alert or Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Gettysburg College Will Conduct an Adequate, Reliable, and Impartial Investigation

- Both parties have the right to be notified of the timeframes for all major stages of the investigation.
- Both parties have the right to present witnesses and evidence.
- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice.
- Gettysburg College must resolve your complaint based on what College officials believe is more likely than not to have happened based upon an investigation (this is called a preponderance-of-the-evidence standard of proof). Gettysburg College will not use a higher standard of proof.
- You have the right to be notified in writing of the outcome of your complaint and any appeal or grievance, including any sanctions that directly relate to you.
- The appeal/grievance process is equally available for both parties.
- You have the right to review any proceedings documented, which may include written findings of fact, transcripts, or audio recordings.

Gettysburg College Will Provide Remedies as Necessary

- If an investigation reveals that sexual harassment/sexual violence created a hostile environment, Gettysburg College must take prompt and effective steps reasonably calculated to end the sexual harassment/sexual violence, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.
- Appropriate remedies will generally include disciplinary action against the perpetrator, but may also include remedies to help you get your education and/or professional situation back on track (e.g., academic support, retaking a class without penalty, changing working location or conditions, and counseling). These remedies are in addition to any interim measures you received.
- Gettysburg College may also determine that it's most appropriate to provide remedies for the broader student or employee population (such as training) or change its services or policies to prevent such incidents from repeating.

If you believe that you are a victim of sexual discrimination, including sexual harassment, sexual misconduct, sexual assault, stalking, dating violence, or rape at Gettysburg College, know that you have the following rights:

- to receive basic information about services designed to assist you
- to recover your losses—to the extent possible—through restitution and the return of property that was seized as evidence when it is no longer needed
- to seek, or have sought on your behalf, as soon as possible counseling and medical attention at the Health Center (for students), through the employee assistance program (for employees), or elsewhere as needed, including at the nearest hospital emergency room
- to report the crime to the Department of Public Safety and/or the public law enforcement agency
- to be informed of the outcome of any disciplinary proceeding held
- to have the option of changing your academic, and/or living situations and/or working location if so requested and if the changes are reasonably available
- to request that the College implement a “no-contact” mandate with the perpetrator
- to not “work it out” with the alleged perpetrator through mediation. Gettysburg College does not consider mediation to be appropriate in cases involving sexual assault.