

Available Support Resources

Title IX Coordinator

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On-Campus Resources

• Student Resources Coordination:

*Student Rights and Responsibilities—
Ron Wiafe, 717-337-6907*

• 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/>*

• Department of Public Safety (DPS)

*DPS—717-337-6912 (24 Hour Dispatch);
Emergencies, 717-337-6911*

• Health and Counseling Services (for Students): (Confidential Resource)

Health & Counseling Services, 717-337-6970/6960

• Health and Counseling Services (for Employees):

*Employee Assistance Program (EAP)
1-800-673-2514 (Confidential Resource)*

• Sexual Misconduct Resource Site:

www.gettysburg.edu/sexualmisconductresource/

• Annual Security and Fire Safety Report:

*[http://www.gettysburg.edu/about/offices/
college_life/safety/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): 717-334-1168 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:

- 1-800-727-8106 or 717-334-9777

Survivors, Inc.:

- 717-334-0589

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

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at the Gettysburg Hospital Emergency Department (GHED).

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 so that evidence may be preserved that may assist investigators during the course of a criminal investigation prove that the criminal offense occurred/or is occurring or may be helpful in obtaining a protection order.

In circumstances of sexual assault, if victims 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. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would 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 a PSVI in contact with local officials. Any student or employee who obtains a PFA, and SVPO, or a PSVI from Pennsylvania or any similar Order from a reciprocal State should provide a copy to DPS.

Gettysburg College

Know Your Rights

Sexual Assault & Relationship Violence 2015/2016



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 <http://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 1-800-421-3481.

Reporting Incidents of Sexual Misconduct

Victims of Sexual Misconduct are encouraged to report crimes to DPS, the local police, and/or the Title IX Coordinator. Reports can be made by calling DPS: 717-337-6912; calling the Gettysburg Police: 911, contacting the Title IX Coordinator, or reporting 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 the college can impose interim measures. Interim measures may include; changes to academic, living, working or transportation situations 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.

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

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 who have a clear need to know.
- You have the right to talk with College officials about protecting your safety and privacy.

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

- 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, including any sanctions that directly relate to you.
- The appeal 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 (like 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, through the employee assistance program, 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, work and/or living situations if so requested and if the changes are reasonably available
- You have the right to request that the College implement a “no-contact” mandate with the perpetrator
- You have the right not to “work it out” with the alleged perpetrator through mediation. Gettysburg College does not consider mediation to be appropriate in cases involving sexual assault.