

Members of the SLU community can expect that process to be concluded within ninety (90) days unless there are delays or other circumstances which prolong the matter. Such delays will be communicated to all parties in writing and documented within the investigative report. Examples of delays may be: the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by law enforcement, to accommodate the availability of witnesses or parties to the investigation, or to account for University breaks or vacations.

Investigators and hearing panel members are trained annually on the issues related to sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Investigators have specific training regarding how to conduct an investigation. Hearing officers have specific training regarding how to conduct a hearing process.

The Title IX Sexual Harassment Policy provides that:

1. The Complainant and the Respondent have the opportunity to attend a hearing before a trained hearing panel for matters that fall under the Title IX Sexual Harassment Policy and to attend a hearing meeting with the Hearing Officer for matters that fall under the Student Handbook;
2. The Complainant and the Respondent each have the opportunity to choose an advisor of their choice. If they do not have any advisor, a trained member of the SLU community will serve in the role of advisor for them. The advisor may be present at all meetings and hearings, however the advisor is there to consult and advise the party and may not speak on their behalf.
3. All matters at the University are determined under the preponderance of the evidence standard, whether it is more likely or not that violation of University policy occurred.
4. The Complainant and the Respondent will be notified simultaneously in writing of the outcome of any disciplinary proceeding; and
5. The Complaint and the Respondent each have the right to appeal an outcome of the hearing process under both the Title IX Sexual Harassment Policy and the Student Handbook. All appeals are due to either the Title IX Coordinator for Title IX matters and the Director of the Office of Student Responsibility and Community Standards for matters that fall under the Student Handbook. All appeals to the University are due within three (3) business days. If an appeal is not received the decision made during the hearing process is final. Appeals should consist of a written statement explaining the basis for appeal and include all relevant information as to that appeal. The appeal will be determined by an appeal panel consisting of three staff or faculty members of the SLU community who are trained annually. The Title IX Coordinator will appoint the members of the appeal panel for a Title IX matter and the Director of the Office of Student Responsibility and Community Standards will appoint the members of the appeal panel for a matter that falls under the Student Handbook. Both parties will be notified simultaneously in writing of the final decision of the appeal panel.

The process for resolving reports of alleged violations for students not covered under Title IX Sexual Harassment policy will be prompt and equitable and conducted with the oversight of the University's Community Standard's process and the Director, or designee, of the Office of Student Responsibility and Community Standards.

These procedures apply to all forms of sexual and gender-based harassment and violence, intimate partner violence, stalking, and retaliation by or against Students for conduct that does not fall under the scope of the SLU Title IX Sexual Harassment policy.

Policy Information

Title IX Sexual Harassment Policy
<https://www.slu.edu/about/safety/sexual-assault-resources/index.php>

Student Handbook
<https://catalog.slu.edu/student-handbook/>

Annual Security and Fire Safety Report
<https://www.slu.edu/about/safety/clery-information>

Available Support Resources-ON CAMPUS

Affirmative Action		
Office of Institutional Equity and Diversity		
DuBourg Hall, Room 36	314.977.3838	
Campus Ministry		
SLU Campus Ministry	314.977.2425	
Counseling/Mental Health Services		
University Counseling Center, Wuller Hall, 2nd Floor	314.977.8255	
Dean of Students		
SLU Dean of Students	314.977.9378	
Gender-based Violence-SLU Student Government Association		
Assembly for Sexual Assault prevention (ASAP)	asap@slu.edu	
Health Services		
Student Health Services, Marchetti Towers East	314.977.2323	
Housing		
SLU Housing and Residence Life	314.977.2811	
Human Resources (Employees Only)		
Wool Center, First Floor	314.977.8589	
SLU Employee Assistance Program (EAP)	1.800.859.9319 (24 hrs.)	
Hotline		
SLU Confidential Reporting Hotline	877-525-5669	
Legal Assistance		
Refer to Off Campus Resources		
Public Safety		
SLU Department of Public Safety	314.977.3000	
Student Financial Aid		
Student Financial Services, DuBourg Hall, Rm 121	314.977.2350	
Title IX		
Anna Kratky, anna.kratky@slu.edu	314.977.3886 (Office)	
DuBourg Hall, Room 36,	314.580.8730 (after hours)	
Victim Advocacy		
Refer to Off Campus Resources		
Visa and Immigration Services		
Office of International Services, Des Peres Hall, Rm 102	314.977.2318	

Available Support Resources-OFF CAMPUS

Counseling/Mental Health	
Mercy Hospital Behavioral Health	314.251.4845
St. Anthony's Behavioral Health	314.525.4400
St. Mary's Behavioral Health	314.344.6700
CenterPointe Hospital	1.800.345.5407

Health Services (SANE* nurse available)	
SLU Hospital	314.577.8000
St. Mary's Hospital	314.768.8000
Barnes Jewish Hospital	314.747.3000
MO Baptist Hospital	314.996.5000
Mercy Hospital	314.251.4845

Law Enforcement/Public Safety	
St. Louis Metropolitan Police Department	314.231.1212 or 911

Legal Assistance	
Legal Services of Missouri	314.535.4200

Student Financial Aid	
Department of Education	https://studentaid.ed.gov/sa

Victim Advocacy	
Safe Connections-Counseling and Support Services	314.646.7500
Safe Connections-Crisis Hotline	314.531.2003
Sexual Assault Response Team	314.531.7273 (24 hr.)
Crime Victims Advocacy Center	314.664.6699
Bridgeway Sexual Assault Center	636.946.6854
LGBT Counseling-St. Louis	314.602.5534
STL Metro Trans Umbrella Group	www.stlmetrotrans.org
STL Queer+ Support Hotline	314.380.7774
Pride Center of STL	314.762.1173
Growing American Youth	314.669.5428
Adult Abuse Office (Order of Protections)	314.622.3788
Kathy J. Weinman Shelter	314.423.1117

Visa and Immigration Services	
ISCIS Office	1.800.375.5283

* SANE nurses have received specialized training to conduct sexual assault evidentiary exams for rape victims.

Additional resources available to persons who report being the victim of a sexual assault, domestic violence, dating violence, or stalking, include:

- <http://www.rainn.org>-Rape, Abuse, and Incest National Network
- <http://www.ovw.usdoj.gov/sexualassault.htm>-Department of Justice
- <http://www2.ed.gov/about/offices/list/ocr/index.html>-Dept. of Education
- <http://www.notalone.gov>- Resources for VAWA Crimes
- <http://www.victimsofcrime.org/our-programs/stalking-resource-center>—Stalking Resource Center

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



Know Your Rights

Sexual Assault & Relationship Violence

Saint Louis University (SLU) prohibits discrimination on the basis of sex in its educational programs and activities and promotes a living and learning environment inclusive of all persons. SLU is committed to protecting the dignity of each persona and all policies, practices, and procedures are administered in a manner consistent with our Catholic Jesuit identity.

Under the federal law of Title IX and SLU's Title IX Sexual Harassment Policy (Title IX Policy) the following forms of sex discrimination are prohibited: sexual harassment; sexual assault, dating violence, domestic violence and stalking. You are receiving this pamphlet because of you are reporting a form of sex based discrimination (whether it occurred on or off-campus) or because you would like more information about your rights, options, resources at SLU.

As a complainant of sexual harassment, sexual assault, dating violence, domestic violence or stalking, you will receive a full copy of our institution's Title IX Policy. In accordance with the Title IX Policy, SLU will:

- be sensitive to those who are reporting sexual harassment, sexual assault, dating violence, domestic violence, and stalking;
- inform you of your right to seek criminal charges;
- offer supportive measures such as: a No Contact Order between parties, temporary or permanent changes to housing assignments, academic accommodations, transportation, counseling services, and working conditions, if reasonably available.

The Title IX Policy also addresses possible interim and supportive measures available from the time of a report, as well as possible sanctions if a final determination of responsible is made at the conclusion of the grievance process. If you would like more information that what is contained in this pamphlet or if you would like to make a report, please contact the Title IX Coordinator Anna Kratky at 314-977-3886 (office)/314-580-8730(after hours), anna.kratky@slu.edu, room 36 of DuBourg Hall.

SLU prohibits discrimination on the basis of sex and promotes living and learning environment inclusive of all persons. SLU is committed to protecting the dignity of each person and all policies, practices, and procedures are administered in a manner consistent with our Catholic Jesuit identity.

Reporting Incidents of Sexual Misconduct

Victims of sexual harassment are encouraged to report crimes to the following departments:

- Department of Public Safety (DPS) at 314.977.3000
- St. Louis Metropolitan Police Department at 314.231.1212
- Title IX Coordinator at 314.977.3886 (O) or 314.580.8730 (C)

Inquiries Concerning the Application of these Policies

Inquiries may be referred to the Title IX Director or to the Office for Civil Rights, United States Department of Education:

Office of Civil Rights-Kansas City Office
One Petticoat Lane
1010 Walnut Street, Suite 320
Kansas City, MO 64106

Phone: (816)268-0550 E-Mail: OCR.KansasCity@ed.gov

Saint Louis University Will Respond Promptly and Effectively to Sexual Harassment

Anyone has the right to report incidents of sexual harassment to SLU, to request the university to investigate, or refrain from investigating, what was reported to have occurred, and to have the complaint resolved promptly and equitably.

Should a complainant request anonymity or that the University not investigate, this must be balanced against the University's responsibility to provide a safe environment for the whole campus community; in all cases, the University will consult with the complainant and keep them informed of the University's course of action.

Involvement of Law Enforcement

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the complainant's choice whether or not to make such a report and they have the right to decline involvement with the police. To report an incident involving a sexual assault, domestic violence, stalking, and dating violence, to the police, please contact the St. Louis Metropolitan Police Department by calling 314.231.1212 or in person at 919 North Jefferson Street. If you need assistance notifying the police department, please contact DPS or the Title IX office and they will assist you with contacting the appropriate law enforcement agency.

Available Accommodations and Protective Measures

Upon notification of an incident of sex harassment, regardless where the offense occurred, SLU will offer supportive measures, if reasonably available, that can be requested by a Party at anytime regardless of whether a Formal complaint is submitted initiating an investigation. Such measures may include academic, living, working, or transportation accommodations whether the Party chooses to move forward with an investigation or report the crime to law enforcement. Supportive Measures will be tailored to needs of each Party. Accommodations and protective measures are confidential to the extent they can be provided without impairing the ability for the university to provide them.

To request changes to academic, living, transportation and/or working situations or protective measures, SLU community members should contact Anna Kratky, Title IX Coordinator, in person by visiting the DuBourg Hall, room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu. If the complainant wishes to receive assistance in requesting these measures, they should contact the Title IX Coordinator.

Saint Louis University Prohibits Retaliation

Retaliation against someone who files a report or who participates in an investigation is strictly prohibited by the university and the law. Anyone has the right to report any retaliation by university employees, the Complainant or Respondent, and/or other students and employees. SLU will take strong responsive action if retaliation occurs.

Confidential Support Services

Some people at SLU can speak with you in confidence without triggering a report or an investigation. The following are on-campus confidential resources:

University Counseling Center (students) 314.977.8255
Student Health Center (students) 314.977.2323
SSM SLU Hospital 314.577.8000

Employees can speak to someone confidentially via the Employee Assistance Program (EAP). Employees and their family members can access professional licensed counselors through ComPsych on a confidential and cost-free basis.

Employee Assistance Program (employees) 800.859.9319

When faculty and staff, not involved in the confidential resource offices listed in this brochure, learn about sexual harassment involving students or employees, they have an obligation to report it to the Title IX Coordinator.

Even if you do not seek out a confidential resource or ask for privacy, SLU will only disclose information to individuals who are responsible for handling the response to sexual harassment and have a clear need to know. You have the right to talk with university officials about protecting your safety and privacy.

The University does not publish the names of the Complainant or Respondent or other personally identifiable information in the Daily Crime and Fire Log or in the annual crime statistics that are disclosed in compliance with the *Clery Act*. Furthermore, if a SLU Emergency Text 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 will be withheld.

Saint Louis University 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 provide a witness list and relevant information.
- Both parties have the right to review the entirety of their statement, the investigative report and exhibits, and all relevant information provided to the investigator whether it is included in the final investigative report or not.
- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice. If the student wishes, the university will provide a trained advisor.
- SLU will use utilize the preponderance of evidence as the standard proof in all disciplinary matters.
- You have the right to be notified in writing of the hearing outcome and any appeal, including sanctions that directly relate to you.

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- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice. If the student wishes, the university will provide a trained advisor.
- SLU must resolve your report based on what university officials believe is more likely than not to have happened based upon an investigation (this standard of proof is called the preponderance of the evidence).
- You have the right to be notified in writing of the hearing outcome and any appeal, including sanctions that directly relate to you.

Saint Louis University Will Provide Remedies as Necessary

If a hearing process concludes that sexual harassment created a hostile environment, SLU must take prompt and effective reasonable steps to end the sexual harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.

Appropriate remedies will generally include disciplinary action against the Respondent if a finding of responsible is made, but may also include remedies to help a student be successful in their living and learning environments (e.g. academic support, retaking a class without penalty, changing working location, or conditions, and counseling). These remedies are in addition to any Supportive Measures you received.

SLU may also determine that it is 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 have experienced or been accused of any form of sexual discrimination, including sexual harassment, sexual assault, domestic violence, dating violence, or stalking while a student or employee at SLU, know that you have the following rights:

- to receive information about services designed to assist you
- to recover your losses-to the extent possible-through restitution and the return of property that was obtained when it is no longer needed
- to report the crime to the DPS and/or law enforcement
- 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 university implement a No contact Order with another enrolled student or to impose a Ban From Campus if the accused person is not an enrolled student
- to not engage in mediation with the other involved party as mediation is not appropriate, per university policy, in incidents of sexual harassment.

If You Have Experienced Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking

Consider seeking medical attention as soon as possible after an incident of sexual assault, dating violence, or domestic violence. If a person who has experienced a sexual assault does not opt for a forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

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. It is also important that you save text messages, instant messages, social networking pages, or other communications as evidence and keep pictures, logs, or copies of documents that could be useful to university adjudicators/investigators or the local police during their investigation. This evidence may be helpful in obtaining a protection order and by preserving evidence.

Institution's Responsibilities for Orders of Protection, No Contact Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Under Missouri law, a person may seek an order of Protection (OP) from acts, attempts or threats to him or her from a family or household member or intimate partner; or from acts of stalking or sexual assault. An OP restrains a person from abusing, stalking, sexually assaulting, or harassing another person. Unlike a Restraining Order, an OP carries criminal penalties for violation. An OP is valid in every state and should be upheld by law enforcement. There are two types of an OP: an ex parte order of protection and a full order of protection:

- An ex parte order of protection is issued by the court before the person against whom the order is directed has received notice of the petition or an opportunity to be heard in court. It is a temporary order.
- A full order of protection is issued after a hearing on the record when the person against whom the order is directed has received notice of the proceedings and has had a opportunity to be heard.

DPS will help put victims interested in pursuing an OP in contact with local officials. Any student or employee who obtains such an Order, or any similar order from a reciprocal state, should provide a copy to DPS or relevant offices on campus such as the Office of Institutional Equity and Diversity or Student Responsibilities and Community Standards.

The university may issue an institutional "No Contact" directive, if deemed appropriate, at the request of any student. If the university receives a report that such an institutional no contact order has been violated, the university will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and may impose sanctions if the respondent is found responsible for violating the no contact order.

Disciplinary Procedures Following a Complaint

Whether or not criminal charges are filed or the incident occurred on or off-campus, an individual or the University may initiate a grievance process. Whether the grievance process falls within the scope of the Title IX Sexual Harassment Policy or the Student Handbook, will depend on the nature and location of the allegations. All reports made to DPS will automatically be referred to the Title IX Coordinator for further follow-up and assistance to the person who made the report.

The grievance process, including the investigation, hearing and any appeal process, will be prompt, thorough, and impartial as outlined in the Title IX Sexual Harassment Policy and Student Handbook.