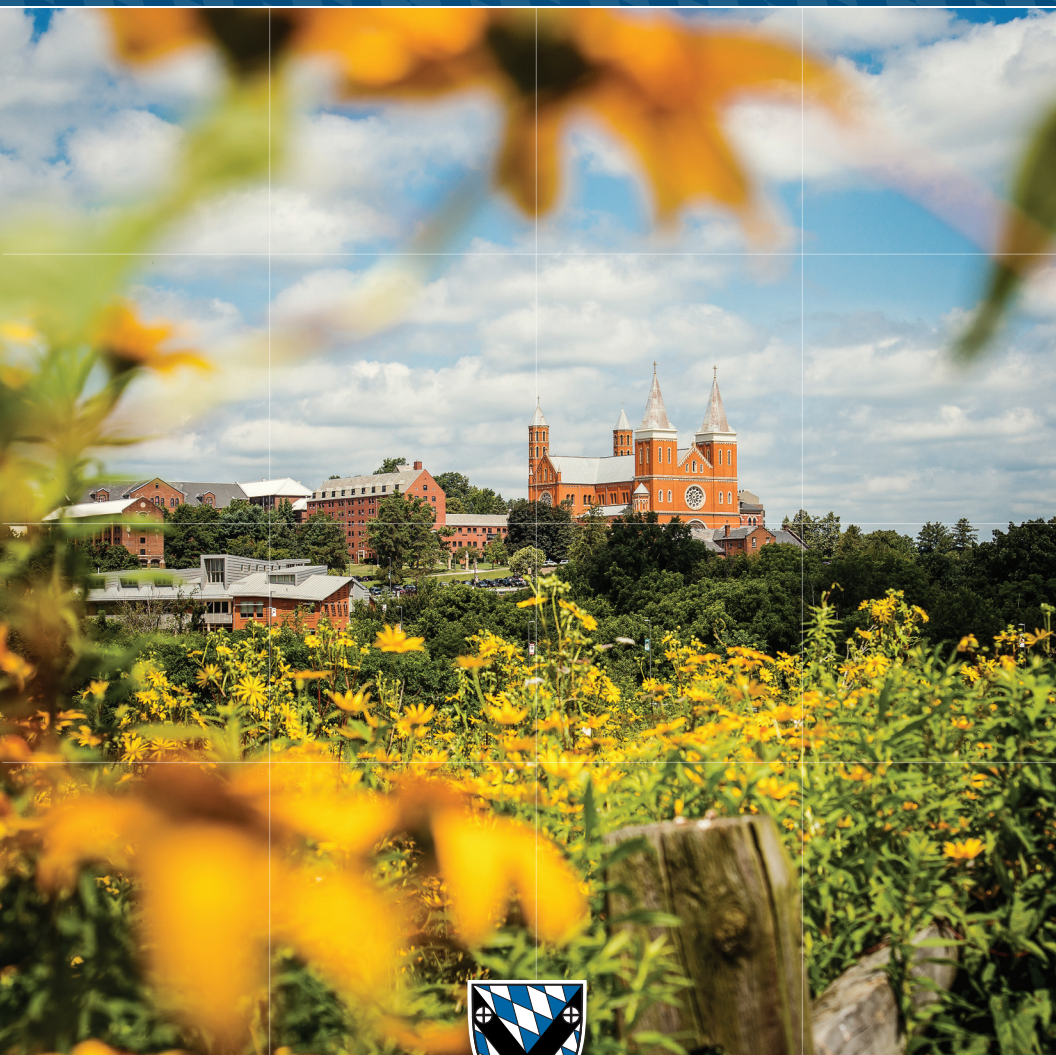


SEXUAL HARASSMENT
AND SEXUAL MISCONDUCT
RESOURCE GUIDE



SAINT VINCENT COLLEGE

TABLE OF CONTENTS

- 1. Introduction**
- 2. Definitions**
- 3. Options**
- 4. Reporting**
- 5. Complaint Resolution**
- 6. Privacy and Confidentiality**
- 7. Help Someone Else**
- 8. Resources and Help**
- 9. Notice of Non-Discrimination**

INTRODUCTION

Saint Vincent College is deeply committed to its strong tradition of respecting, preserving, protecting and enhancing the dignity of every member of its community and all whom we welcome as guests. This tradition embraces the notion that no member of the College community is, or should be, excluded from participation in, denied the benefits of, or subjected to discrimination in, any College program or activity on the basis of sex, sexual orientation or gender identity. This also includes having an environment free from sexual harassment and sexual misconduct (“Prohibited Conduct”). The College will take prompt and equitable action to eliminate sexual harassment and sexual misconduct, prevent its recurrence and remedy its effects.

As a recipient of federal funds, the College complies with Title IX of the Higher Education Amendments of 1972 which prohibits discrimination on the basis of sex in education programs or activities.

Title IX prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX’s prohibition on sex discrimination to include various forms of sexual harassment and sexual violence that interfere with a student’s ability to equally access our educational programs and opportunities.

This resource guide complements the College’s Sexual Harassment and Sexual Misconduct policy, which can be found on the web at <https://www.stvincent.edu/resources/title-ix/index.html>.

The College seeks to foster among all members of this community an attitude regarding human sexuality informed by the Catholic and Benedictine traditions, and guided by the search for a deeper, spiritual understanding of life that each of us must undertake. The College expects that all who are part of this community will share in a spiritual journey that recognizes the sanctity of the person of others and themselves.

To that end, Saint Vincent prohibits the following types of conduct, collectively called Prohibited Conduct:

- sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence and stalking;
- retaliation against an individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report of Prohibited Conduct, filed a formal complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, hearing or resolution of an alleged violation of the College's Sexual Harassment Sexual Misconduct policy; and
- the exertion of power, supervision or authority by one individual over another in relationships of a sexual or intimate nature.

For more information, or if you have any questions, please contact **Eileen K. Flinn, Esq.**, the College's designated Title IX coordinator, at **titleix@stvincent.edu** or **724-805-2897**.

DEFINITIONS

Prohibited Conduct will be classified as either Title IX Sexual Harassment or Non-Title IX Prohibited Conduct. Title IX Sexual Harassment involves conduct that takes place in the United States and as part of an educational program or activity. To be considered part of an “educational program or activity” the conduct must occur:

- on-campus;
- in an off-campus premises that the College has substantial control over; OR
- through an activity occurring within computer and internet networks, digital platforms and computer hardware or software owned or operated by, or used in the operations of Saint Vincent’s programs and activities over which the College has substantial control.

Title IX sexual harassment may include:

- *Quid pro quo sexual harassment*: an employee conditioning the provision of an aid, benefit, or service of the College on an individual’s participation in unwelcome sexual conduct.
- *Hostile environment sexual harassment*: unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive AND objectively offensive that it effectively denies a person equal access to Saint Vincent College’s education programs or activities.
- *Title IX sexual assault*: rape, fondling, incest or statutory rape.
- *Title IX dating violence*: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- *Title IX domestic violence*: violence committed by a current or former spouse or intimate partner of the victim or by a person with whom the victim shares a child
- *Title IX stalking*: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer emotional distress (e.g., threats, following, monitoring, communication).
- *Title IX retaliation*: means any adverse action, intimidation, threat, coercion or discrimination against an individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or formal complaint of Prohibited Conduct, testified, assisted, or participated or refused to participate in any manner in any investigation, or proceeding under this policy. Retaliation includes such conduct through associates or agents of a complainant, respondent, reporting party or participant in any investigation or proceeding related to this policy.

Non-Title IX Prohibited Conduct may include:

- *Quid pro quo sexual harassment*: an employee conditioning the provision of an aid, benefit or service of the College on an individual's participation in unwelcome sexual conduct.
- *Hostile environment sexual harassment*: unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive OR objectively offensive that it effectively denies a person equal access to Saint Vincent College's education programs or activities.
- *Sexual assault*: rape, fondling, incest or statutory rape.
- *Dating violence*: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- *Domestic violence*: violence committed by a current or former spouse or intimate partner of the victim or by a person with whom the victim shares a child.
- *Stalking*: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer emotional distress (e.g., threats, following, monitoring, communication).
- *Retaliation*: means any adverse action, intimidation, threat, coercion or discrimination against an individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or formal complaint of Prohibited Conduct, testified, assisted, or participated or refused to participate in any manner in any investigation, or proceeding under this policy. Retaliation includes such conduct through associates or agents of a complainant, respondent, reporting party or participant in any investigation or proceeding related to this policy.

Consent is an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in sexual contact. Consent is clear, coherent, willing and on-going. Consent is not present when an individual does not have the capacity to give consent due to age, alcohol, drugs, sleep or other physical condition or disability. Consent cannot be obtained through the use of coercion or force, or by taking advantage of the incapacitation of another individual.

The full definitions of these terms can be found in the Sexual Harassment and Sexual Misconduct Policy.

OPTIONS

If you believe that you have experienced Prohibited Conduct, you have options, including:

- Speaking with a confidential resource about your options, on or off campus. An on-campus confidential resource includes the Wellness Center counselors, Benedictine monks in Campus Ministry, or a College-designated confidential support person. Off campus confidential resources include professional licensed counselors or medical professionals, pastoral counselors or any other professionals that have been granted confidential privilege under the laws of the Commonwealth of Pennsylvania, such as the Blackburn Center or the National Sexual Assault Hotline.
- Seeking medical attention to treat any injuries, test for sexually transmitted infections, obtain emergency contraception (if needed) and/or perform a forensic rape examination (FRE). A forensic rape examination can be collected:
 - > Up to nine days after a sexual assault, regardless of whether someone has bathed or showered.
 - > Anonymously. Whenever the hospital is informed of an act of sexual violence, they have to call the police, but it is completely up to the victim whether or not they choose to speak with the police. Having evidence collected anonymously means that the hospital will still call the police, who will come to the hospital to pick up the evidence, but the police will not speak with the victim about the assault. Victims will be provided with information on how they could report the assault if they choose to do so in the future.
 - > At no cost to a victim or their insurance. The Pennsylvania Victim's Compensation Assistance Program can be billed directly for the actual exam, simply by asking the nurse collecting the evidence to "Check Option #1" on the FRE claim form.
- Contacting the Office of Public Safety to file a report. Public Safety officers are on duty 24/7 for emergency help in any situation. Victims can ask the Public Safety Office to help them report incidents of Prohibited Conduct to the College or to local law enforcement and secure any required assistance. Public Safety officers have the obligation to report incidents to the director of Public Safety and the Title IX coordinator. A report to Public Safety is not a report to local law enforcement. .
- Contacting local law enforcement to file an official police report. The Pennsylvania State Police have criminal jurisdiction for incidents occurring on campus. The Pennsylvania State Police can generally be on the scene responding to an emergency at the College within 15 minutes. Victims of sexual violence are encouraged to file a report with the State Police.

- Contacting the Title IX Office. The Title IX Office is located on the Second Floor, Alfred Hall. The Title IX Coordinator can be reached either in person or by phone (724-805-2897), Monday through Friday, from 9 a.m. through 4 p.m., or after hours by email at titleix@stvincent.edu.
- Preserving any physical evidence you have in case you decide to report the incident at a later date. Saint Vincent encourages individuals who have experienced Prohibited Conduct to preserve evidence to the greatest extent possible as this will preserve more options for them in the future. Some suggestions include:
 - > Preserve evidence of electronic communications, such as text messages, pictures and/or social networking pages, by saving them and/or taking screen shots.
 - > If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or police as soon as possible so they can collect evidence (e.g., from the drink, through urine or blood sample).
 - > Because evidence that may be located on the body can dissipate quickly, consider going to a hospital or medical facility immediately to seek a medical exam. If possible, do not shower, brush teeth, use the bathroom, or eat before going to the hospital or seeking medical attention. Do not wash clothes or bedding.

In addition, Saint Vincent can help you:

- Connect with on-campus and off-campus resources—including medical, counseling, immigration, student financial aid and legal resources.
- File a police report or a complaint with the College or both.
- Request supportive measures such as no-contact directives from the College, protective orders from a court, or housing, academic, working or other accommodations.



SUPPORTIVE MEASURES

Supportive measures are nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Supportive measures may include:

- academic assistance
- dining arrangements
- financial aid arrangements
- no-contact directives
- housing or workspace relocation
- time off from class or work
- transportation arrangements
- safety planning

Contact the Title IX Coordinator to request supportive measure. Such measures will be kept confidential to the extent possible. For more in depth information regarding Supportive Measures, please refer to the Sexual Harassment and Sexual Misconduct policy.



REPORTING

You may choose whether to report Prohibited Conduct to Saint Vincent, file a formal complaint with Saint Vincent, and/or report to law enforcement. The College's investigations can occur at the same time as police investigations. Saint Vincent can help you file a police report.

There is no time limit for reporting an incident to Saint Vincent. Reports should be made as soon as possible, as the passing of time makes a review of the evidence more difficult and the memories of involved parties may become less reliable. **Reporting to the College is not a report to local law enforcement.** Conduct that may also be criminal under state and/or federal law may also have statute of limitations implications.

WHY REPORT?

Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time. Some members of the community are required to report any suspected or known instance of prohibited conduct. Even in such cases, the College will – to the extent possible – respect an individual's autonomy in making these important decisions and provide support that will assist everyone in determining the best next steps.

Reporting can provide safety and support for individuals affected by sexual misconduct and provide the complainant (the person who experienced the conduct) with options for response (e.g., investigation, counseling, etc.). It can also help create a safer campus community. Saint Vincent has a number of resources available to those who have experienced prohibited conduct. Getting information about the policies, procedures and your rights and options can help you to make an informed decision about reporting.

WHY DON'T PEOPLE REPORT?

There are many reasons why people do not make a report. However, a primary reason students do not report an incident rests with the fear of being punished for violating the school's policies on drug and alcohol use. Saint Vincent provides amnesty in such cases.

- Alcohol and other drugs amnesty is intended to encourage students to seek assistance for themselves or someone else by reducing fear of facing disciplinary action for violating the College's policy on alcohol and other drugs. It is an attempt to remove barriers that prevent students from seeking the medical attention or other assistance that they need when prohibited conduct has occurred.

- The College does not have the authority to grant amnesty for criminal, civil or legal consequences for violations of federal, state or local laws. However, the health and safety of the College community is a primary concern and Saint Vincent may provide amnesty for students from violations of the College's policy on alcohol and other drug use.

WHAT IS THE DIFFERENCE BETWEEN A REPORT AND A COMPLAINT?

One common misconception about the reporting process is that making a report will automatically lead to disciplinary action. While a report can become a formal complaint – initiated either by the complainant or the College – not every report becomes a complaint.

Making a Report: Making a report is the act of notifying the Title IX coordinator of an incident of prohibited conduct. A report may be accompanied by a request for resources, no further action, remedies-based resolution and/or to initiate a formal complaint process by filing a complaint.

Filing a Complaint: Filing a complaint is making a request to initiate the College's formal disciplinary process. A report may become a formal complaint, either initiated by the complainant or the College, depending on the outcome of the initial inquiry and assessment of the report, coupled with the complainant's wishes.

At the time a report is made, a complainant does not have to decide whether to file a complaint. The College recognizes that not every individual will be prepared to file a complaint with the College or with law enforcement, and individuals are not expected or required to pursue a specific course of action. More information regarding the specific requirements for filing a formal complaint can be found in the College's sexual harassment and sexual misconduct policy.

HOW DO I MAKE A REPORT?

- Contact the Title IX coordinator. The Title IX Office is located on the Second Floor, Alfred Hall. Office hours are 9 a.m. to 4 p.m. (Monday through Friday) and by appointment. The Title IX coordinator is also available by phone at 724-805-2897 during office hours, or via email during or after office hours at titleix@stivncent.edu.
- Contact the Office of Public Safety.
- Submit a report online through the College's Title IX Webpage. Students and third parties who are not Saint Vincent employees can even make a report anonymously.
- Except for disclosures made to College employees with reporting obligations, reports may be made anonymously. The easiest way to make an anonymous report is through the online reporting form. Saint Vincent will respond promptly and equitably to anonymous reports, but the response may be limited if the report does not include sufficient information and/or a description of the facts and circumstances.

REPORTING RESPONSIBILITIES

All Saint Vincent College faculty and staff are either designated as Confidential Employees, Responsible Employees or Confidential Support Persons for purposes of the College's Sexual Harassment and Sexual Misconduct policy. Saint Vincent faculty and staff receive annual training, both in person and through online modules, on Title IX and the federal Violence Against Women Act (VAWA) and their obligations under these laws. In addition, many Saint Vincent employees, including all coaches, assistant coaches, graduate assistant coaches, faculty and staff serving as advisers or sponsors to student clubs, organizations and academic societies, and trip leaders for academic conferences, study abroad, service learning and campus ministry trips, are also designated as Campus Security Authorities under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery), and participate in annual training on reporting requirements under the Clery Act.

All incidents involving a minor (under the age of 18) must be reported in accordance with Pennsylvania's mandated reporter laws. There are no exceptions to this requirement.

CONFIDENTIAL EMPLOYEES

- Professional, licensed counselors and staff under their direct supervision
- Pastoral counselors
- Professional, licensed medical professionals and staff under their direct supervision
- Any other staff in roles that have been granted confidential privilege under the laws of the Commonwealth of Pennsylvania

What needs to be reported: Nothing

Information shared with and reported to confidential employees is not required to be reported to the Title IX coordinator. Confidential employees should encourage individuals to report incidents of Prohibited Conduct to the Title IX coordinator and offer to assist with such reporting.

RESPONSIBLE EMPLOYEES

- ALL Saint Vincent faculty, including adjunct professors
- ALL deans and department chairs
- ALL coaches, assistant coaches, trainers and graduate assistant coaches
- ALL residence life staff, including student prefects
- ALL Saint Vincent employees who supervise or work with students employed by offices at Saint Vincent.



What needs to be reported: All information the Responsible Employee has learned about the incident, including identifying (name, location of incident, date of incident, type of Prohibited Conduct, etc.)

Information shared with, reported to or learned by Responsible Employees about incidents of Prohibited Conduct **MUST** be reported to the Title IX coordinator, regardless of whether the Responsible Employee receives the information from the person experiencing the prohibited conduct.

CONFIDENTIAL SUPPORT PERSONS

- A small group of specifically designated Saint Vincent employees

What needs to be reported: Information regarding the incident, including the date, location and type of Prohibited Conduct, but not any personally identifying information (name, class year or any information that could easily lead the Title IX coordinator to determine the identity of the person), unless explicit written permission is given to report identifying information to the Title IX coordinator.

Confidential support persons should encourage individuals to report incidents of prohibited conduct to the Title IX coordinator and offer to assist with such reporting.

Please refer to the Sexual Harassment and Sexual Misconduct for more information regarding reporting and reporting responsibilities.



COMPLAINT RESOLUTION

Saint Vincent assesses and investigates complaints by meeting with the complainant, respondent and witnesses and reviewing relevant evidence. Investigations are conducted by staff who are trained in handling sexual harassment and sexual misconduct matters. For instances involving Title IX sexual harassment, following the investigation, a live hearing will be held to determine whether a policy violation occurred. The process is similar for Non-Title IX Prohibited Conduct, except that a live hearing does not occur.

Informal resolution, including the use of remediation, may be used upon the agreement of all parties involved, but only after a formal complaint has been filed. See the Sexual Harassment and Misconduct Policy for more information regarding informal resolution.

The College uses the preponderance of the evidence standard, which means that if the evidence shows that it is more likely than not that Title IX sexual harassment or Non-Title IX Prohibited Conduct occurred, the respondent may be found responsible.

Where a finding of responsibility has been made, sanctions and/or corrective action may be put into place. These actions may include required training or counseling, warning, probation, suspension, expulsion, demotion, termination or revocation of tenure.

Both parties may appeal the decision, as well as the imposition of sanctions.

Services or other measures to help remedy the effects of sexual misconduct and prevent recurrence may also be provided. Supportive measures can remain in place.

TIMELINE

Though Saint Vincent strives to resolve all cases in a prompt and timely manner, the timeline varies based on the circumstances of each case. Additionally, the timeline for a case may be affected by breaks in the academic calendar, availability of the parties and witnesses (including due to leave of absence), scope of the investigation, need for interim actions and unforeseen or exigent circumstances. The parties will be updated on the status of their case. In cases where there is a simultaneous ongoing law enforcement investigation, the College may need to temporarily delay its investigation while law enforcement gathers evidence. However, Saint Vincent will generally proceed with its investigation and resolution of a complaint during any law enforcement investigation.

Although the length of each investigation will vary, the College strives to complete each investigation within 90 business days of the investigator's first interview with the complainant.

ADVISERS

An adviser is a person who is present to provide support to a complainant or respondent throughout the complaint resolution process. Complainants and respondents may be accompanied by an adviser throughout the process. The complainant and the respondent each have the opportunity to be advised by an adviser of their choice at their expense, including legal counsel, at any stage of the process and to be accompanied by that adviser at any meeting or hearing in which the complainant or the respondent is required to be present.

The role of the adviser is narrow in scope. The adviser may attend any interview or meeting connected with the grievance process, but the adviser may not actively participate in interviews and may not serve as a proxy for the party. Where the formal complaint involves Title IX Sexual Harassment, the adviser may attend the hearing and will conduct cross-examination of the other party and any witnesses at the hearing; otherwise, the adviser may not actively participate in the hearing.

If a party does not have an adviser present at the hearing to conduct cross examination, Saint Vincent will provide, without fee or charge, to that party an adviser selected by the College (who may be, but is not required to be, an attorney) to conduct cross-examination of the other party and/or any witnesses.

Any individual who serves as an adviser is expected to make themselves available for meetings and interviews throughout the investigation process, as well as the hearing, as scheduled by the Saint Vincent. Advisors are also expected to behave appropriately and in accordance with the rules and policies set by the College. Saint Vincent (including any official acting on behalf of the College such as an investigator or a decision maker) has the right at all times to determine what constitutes appropriate behavior on the part of an adviser and to take appropriate steps to ensure compliance with this policy.

TRUTHFULNESS

All participants have the responsibility to be completely truthful with the information they share at all stages of the process.

For more in-depth details regarding the investigation and complaint process, please refer to the Sexual Harassment and Sexual Misconduct policy.



PRIVACY AND CONFIDENTIALITY

Saint Vincent is committed to making reasonable efforts to protect the privacy interests of a complainant, a respondent and/or other individuals involved in a report of sexual harassment or sexual misconduct.

Privacy generally means that information related to a report of Prohibited Conduct will only be shared with a limited number of individuals who “need to know” in order to ensure the prompt, equitable and impartial review, investigation and resolution of the report.

Confidentiality means that campus or community professionals with the statutorily granted ability to maintain information as privileged cannot reveal identifiable information shared by an individual to any other person without express permission of the individual, or as otherwise permitted or required by law. Those campus and community professionals who can maintain privileged communications and keep information confidential are referred to as Confidential Employees:

Due to a legal privilege granted under state law, these individuals are required to maintain confidentiality when they receive information in any of the above capacities unless:

- given permission to do so by the person who disclosed the information;
- there is an imminent threat of harm to self or others;
- the conduct involves suspected abuse of a minor under the age of 18; or
- as otherwise required or permitted by law or court order.

Further, the College will maintain as private any accommodations or protective measures provided to the Complainant to the extent that maintaining such confidentiality would not impair the College’s ability to provide the accommodations or protective measures.

REQUESTS FOR ANONYMITY

Where the complainant requests that his or her identity not be shared with the respondent or that the College not pursue an investigation, the College must balance this request with the College’s responsibility to provide a safe and non-discriminatory environment for all College community members. Saint Vincent will take all reasonable steps to investigate and respond to the report consistent with the request not to share identifying information or pursue an investigation, but its ability to do so may be limited by the request.

Requests for complete anonymity will take into account:

- The seriousness of the conduct.
- The respective ages and roles of the complainant and respondent.
- Whether there have been other reports of prohibited conduct involving the respondent.
- Whether the circumstances suggest there is a risk of the respondent committing additional acts of prohibited conduct.
- Whether the respondent has a history of arrests or records indicating a history of violence.
- Whether the report indicates the respondent threatened further sexual violence or other violence against the complainant and other individuals involved.
- Whether the reported conduct was committed by multiple individuals.
- Whether the circumstances suggest there is risk of future acts of prohibited conduct under similar circumstances.
- Whether the reported conduct was perpetrated with a weapon.
- Whether the College possesses other means to obtain relevant evidence (e.g., security cameras or personnel, physical evidence).



HELP SOMEONE ELSE

HOW TO HELP SOMEONE WHO TELLS YOU ABOUT AN INCIDENT OF PROHIBITED CONDUCT

Individuals who have experienced Prohibited Conduct often respond in a variety of ways, including anger, sadness, confusion, or withdrawal.

Listen: Give the survivor your complete attention. Try not to interrupt or discuss your personal history.

Support: Survivors are often met with skepticism or disbelief. Offering nonjudgmental support and acknowledging the feelings of the survivor can help create a safe space for them to process the next steps.

Refer: You do not have to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. An important part of being helpful to a survivor is providing them with information about options and resources. Please refer survivors to the confidential resources and other options in this Resource Guide.

If required under the Reporting section of this Resource Guide, be sure pass on the necessary information as soon as possible.

THINGS TO DO

Tell the survivor, “This was not your fault. You have options.”

Give the survivor options:

- to sit or stand.
- to share or be silent.
- to call other resources or to have you facilitate the connection

Say that the survivor is not alone.

Tell the survivor that resources are available to help.

Take care of yourself. Get support if you need it.

THINGS NOT TO DO

Say that you know what the survivor is going through.

Ask questions that suggest blame, such as “Why were you drinking?” or “Why didn’t you get help sooner?”

Question whether the survivor is telling the truth.

Touch the survivor in any way without permission.

Panic. Take a deep breath and focus on the survivor.

RESOURCES

If you are subjected to Prohibited Conduct and are in need of immediate assistance, contact Public Safety by dialing 724-805-2911 or ext. 2911, or call 911. Additional resources and support are available both on and off campus.

ON CAMPUS

Public Safety (724-805-2911 or ext. 2911)

Public Safety officers are on duty 24/7 for emergency help in any situation. Public Safety officers can help report incidents of prohibited conduct and secure any requested assistance, including medical assistance and help from local law enforcement. Public Safety officers have the obligation to report incidents to the director of Public Safety and the Title IX coordinator.

Saint Vincent Wellness Center Counselors (724-805-2115)

The counselors in the Wellness Center are available for ongoing counseling support. The Wellness Center is in the Carey Center. Wellness Center counselors can provide complete confidentiality.

Campus Ministry (724-805-2350)

Pastoral counselors are available through Campus Ministry, which is located in the Carey Center. The Benedictine monks in Campus Ministry can provide complete confidentiality.

Residence Life Staff

Members of the Residence Life staff are available 24/7 for emergency help in any situation. Victims can ask Residence Life staff to help them report incidents of sexual misconduct and secure any required assistance. Residence life staff members are required to report the incident to the Title IX coordinator.

Title IX Coordinator (On-Campus)

The Title IX coordinator can be reached at the Title IX office on the second floor of Alfred Hall in the suite marked "Title IX Coordinator" Monday through Friday from 9 a.m. until 4 p.m. either in person or by phone at 724-805-2897. In addition, the Title IX coordinator may be reached by email at titleix@stvincent.edu, during or after office hours.

OFF CAMPUS

Blackburn Center (24/7 hotline 1-888-832-2272)

Blackburn Center has numerous and wide-ranging resources available for victims of sexual and domestic violence. All services are available to children, women and men. The 24-hour, 7-days-a-week number is answered by trained staff and volunteers, ready to provide free and confidential support as needed.

Dr. Elizabeth Ventura, Professional Licensed Counselor (412-559-9152)

Pennsylvania State Police (911 or 724-832-3288)

The Pennsylvania State Police can generally be on the scene responding to an emergency situation at the College within 15 minutes. Victims of sexual violence are encouraged to file a report with the State Police.

Excela Health Latrobe Hospital

Those subjected to prohibited conduct, including sexual assault, are encouraged to seek medical treatment immediately in order to address any physical injuries that may have occurred, preserve any evidence for a criminal complaint, even when a report is not made to law enforcement. If you are on campus and need immediate medical assistance, please contact Public Safety at ext. 2911 or dial 911 to be connected with the Pennsylvania State Police.

National Sexual Assault Hotline (800-656-4673)

Created and operated by RAINN (Rape, Abuse & Incest National Network), the National Sexual Assault Hotline provides confidential, 24/7 support in partnership with more than 1,000 local sexual assault service providers across the United States. In addition to the hotline, an online chat hotline is also available at online.rainn.org. Additional national resources can be found on the RAINN website: <https://www.rainn.org/resources>.

NOTICE OF NON-DISCRIMINATION

Saint Vincent College subscribes to a policy of equal opportunity in the classroom, workplace and programs. Saint Vincent does not discriminate on the basis of race, color, sex, religion, age, veteran status, national origin, marital status, genetic history or disability in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964 and other applicable statutes and College policies. Saint Vincent prohibits sexual harassment, including sexual violence.

As Saint Vincent College is an educational community rooted in the tradition of the Catholic faith, the heritage of Benedictine monasticism and the love of values inherent in the liberal approach to life and learning, nothing in this equal opportunity policy shall require Saint Vincent to act in a manner contrary to the beliefs and teachings of the Catholic Church. Nor shall it be construed as a waiver either of Constitutional or statutory rights which Saint Vincent enjoys as a religiously-affiliated institution. Nor does this abrogate the right of the College to specify as a qualification for employment an individual's willingness to fully embrace Saint Vincent's mission as a Catholic, Benedictine institution.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to Sara Hart, Director of Academic Affairs Support Services and Compliance, Office of Academic Affairs, 300 Fraser Purchase Road, Latrobe PA 15650, (724) 805-2371, or sara.hart@stvincent.edu.

Questions specific to sex discrimination (including sexual misconduct and sexual harassment) should be directed to Eileen K. Flinn, Esq., Title IX Coordinator, 300 Fraser Purchase Road, Latrobe, PA 15650, (724) 805-2897, or titleix@stvincent.edu.

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation by Saint Vincent in carrying out its responsibilities under Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481. Inquiries about the application of Title IX to Saint Vincent College may be referred to Saint Vincent College's Title IX Coordinator, the United States Department of Education's Assistant Secretary for Civil Rights, or both.

A vertical signpost with six directional signs pointing in various directions. The signs are white with black text and are mounted on a central pole. The background is a solid light blue color.

HELP

ASSISTANCE

DIRECTION

SUPPORT

ADVICE

ANSWERS



SAINT VINCENT COLLEGE

Title IX Coordinator

Eileen K. Flinn, Esq.

Second Floor, Alfred Hall

300 Fraser Purchase Road

Latrobe, PA 15650-2690

Office hours are 8:30 a.m. to 4:30 p.m.

(Monday through Friday) and by appointment

724-805-2897

titleix@stvincent.edu

stvincent.edu/resources/title-ix/index.html

