

HOME. Of keeping our community safe.



A Resource Guide for Employees and Students

on Sexual Assault, Dating Violence, Domestic
Violence and Stalking at The College of Saint Rose

Prevention, Awareness, Procedures and Supportive Measures:
How the Violence Against Women Act Protects people of all genders

This guide is meant to serve as a resource providing information about sexual assault, dating violence, domestic violence, and stalking. It outlines how VAWA protects individuals who identify as non-binary and people of all genders and what you can expect from us when you make a report.

We care about your physical and mental well-being, and we are here to support you as you decide on options that work best for you.

Counselors are available for students on campus if you would like to talk to someone (*confidential and free of charge for students), **518-454-5200**. Counselors through the Employee Assistance Program are available for employees by calling **518.465.3813** or visiting **www.capitaleap.org**.

NOTICE OF NON-DISCRIMINATION

In compliance with Title IX of the Education Act Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and other federal, state, and local equal opportunity laws, The College of Saint Rose does not discriminate on the basis of age, race, color, sex, religion, creed, disability, national/ethnic origin, gender identity or expression, sexual orientation, familial status, marital status, military status, or domestic violence victim status or other protected statuses in the administration of its educational policies, admissions policies, scholarship and loan programs, athletics and other school-administered programs. The Title IX Coordinator is responsible for coordination of the College's efforts to comply with Title IX regulations. The Provost and Vice President for Academic Affairs is responsible for matters related to academics, admissions and enrollment. The Associate Vice President for Student Development is responsible for coordination of the College's efforts to comply with the other regulations related to the College's Nondiscrimination policy in student related matters. The Associate Vice President for Human Resources and Risk Management is responsible for coordination of the College's efforts to comply with the other regulations related to the College's Non-discrimination policy in employee matters. The Chief Diversity Officer is responsible for coordination of the College's efforts to comply with regulations related to discrimination and bias.

Questions or concerns regarding equal opportunity matters should be directed to these individuals:

Kateeka Harris: Interim Title IX Coordinator, 518.223.2550, titleix@strose.edu, <https://www.strose.edu/student-development/policies-important-info/title-ix/>

Jen Richardson: Associate Vice President for Student Development, Events and Athletic Center, Room 210, 420 Western Ave., Albany, NY, 518.454.2023, richardj@strose.edu

Dr. Margaret McLane: Provost and Vice President for Academic Affairs, Administration Center, 1000 Madison Avenue, Albany, NY 12203, 518.454.5160, mclanem@strose.edu

Jeff Knapp: Associate Vice President for Human Resources and Risk Management, Cabrini Hall, 399 Western Avenue, Albany, NY 12203, 518.458.5374, knappj@strose.edu

Yolanda Caldwell: Chief Diversity Officer and Director of The Women's Leadership Institute and BOLD Women's Leadership Network, Borisenok House, 1020 Madison Avenue, Albany, NY 12203, 518.485.3133, caldwely@strose.edu

Individuals may also report incidents of discrimination or bias through the College's online reporting system which can be found at: <https://www.strose.edu/student-development/diversity-inclusion/bias-and-discrimination-reporting/>

Individuals may also report incidents of gender or sex-based discrimination, harassment, abuse, or violence through the College's online reporting system which can be found at: <https://www.strose.edu/title-ix/reporting/>

Individuals have the right to seek resolution through other sources, for example, the New York State Division of Human Rights (<http://www.dhr.ny.gov/how-file-complaint>), the Equal Employment Opportunity Commission (<https://www.eeoc.gov/employees/charge.cfm>), or Office of Civil Rights of the United States Department of Education (<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt> or 1.800.421.3481).

Protection & Prevention

Protecting you from sexual and interpersonal violence – and helping you better understand how to protect yourself and others – is a priority at The College of Saint Rose. You should never have to contend with sexual assault, dating violence, domestic violence or stalking – and we strictly prohibit these crimes. They have no place within our community.

The federal Violence Against Women Reauthorization Act (VAWA) put new obligations in place for colleges and universities under its Campus Sexual Violence Eliminations (SaVE) Act provision in 2014. These new regulations are designed, in part, to help prevent sexual assault, dating violence, domestic violence, and stalking, while also raising awareness and providing support at every turn. Our campus community is committed to creating a safe environment for all students and employees and this resource guide offers tools to make it happen.

VAWA offenses are also covered under Title IX. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. The U.S. Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendments of 1972, which states:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." In the event anyone in our campus community is impacted by VAWA crimes, support is available. The Title IX Coordinator will provide you with resources, supportive measures, and applicable resolution options. Contact information for the Title IX Coordinator can be found on the back of this brochure.

DEFINITIONS:

The four main categories covered under VAWA are sexual assault, dating violence, domestic violence, and stalking. It is important to know what each one means:

SEXUAL ASSAULT

Sexual assault is an offense that meets one of the following definitions:

Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by sex organ of another person, without the consent of the victim.

Fondling

The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest

Sexual intercourse between people who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

Many campus sexual assaults occur between people who know one another, and alcohol is often a factor. Although people tend to blame alcohol and other drugs for their impaired judgment, it is important to emphasize that sexual assault is never the victim's fault. No matter what, you are never responsible for being sexually assaulted! The only one responsible for a sexual assault is the assaulter.

Sources: Sexual Assault, Dating Violence, Domestic Violence & Stalking at TCCD; VAWA Final Regulations, Federal Register, 10/20/2014

Dating Violence

Any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of the relationship; (iii) the frequency of interaction between the persons involved in the relationship.

If someone you are in a romantic/intimate relationship with pinches, kicks, slaps, hits or shoves you, those are physical instances of dating violence.

If that person keeps you away from friends and family, shames you, calls you names, bullies, or publicly embarrasses you on purpose, those are psychological and emotional examples of abuse.

If that person forces or coerces you to engage in sexual activity when you are unable to consent – or don't want to consent – that is sexual abuse.

Dating violence can take place in person or via technology, such as repeated texting or posting of sexual photos of one partner online without consent.

It can include the types of abuse previously mentioned or the threat of such abuse. You never deserve to be treated this way and it's a crime.

Domestic Violence

Includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person similarly situated to a spouse of the victim under New York State's (NYS) domestic or family violence laws or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of NYS.

In most abusive relationships, possessive and controlling behaviors are present. These include controlling money, put-downs, keeping you away from friends or family, destroying your property, threatening to hurt/kill your pets, controlling who you see/where you go/what you do, preventing you from working or attending school, pressuring you sexually, intimidating you with weapons, threatening to harm your kids or take them away, scaring you with looks and actions, driving dangerously when you are in the car, preventing you from leaving, forcing drug or alcohol use, physically hurting you and/or your children, someone threatening to harm himself/herself if you leave and more.

These actions are all about having power over an intimate partner. Domestic violence can happen to people of all identities, genders, races, abilities, ages, nationalities, sexual orientations, religions, socioeconomic and educational levels. It is always a crime.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

1. Course of conduct: Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by an action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

2. Reasonable person: A reasonable person under similar circumstances and with similar identities to the victim.

3. Substantial emotional distress: Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Over 85 percent of people are stalked by someone they know, according to the Stalking Resource Center, with behaviors that control, track or frighten them, including:

- Threatening to hurt you, family, friends or pets
- Showing up or driving by where you are
- Following you
- Monitoring your phone and computer uses
- Using technology to track your movement
- Damaging your home, car or other property
- Spreading rumors about you online, in public or by word of mouth
- Digging for information about you
- Sending unwanted gifts, notes, texts or emails

Being stalked can lead to anxiety, stress, irritability, an inability to sleep or concentrate, and depression. You do not have to feel this overwhelmed, vulnerable and unsafe – let us help.

The National Domestic Violence Hotline is 1-800-799-7233 or 1-800-787-3224 (TTY).

In Albany County, Equinox, Inc. is also a safe place with a 24-hour domestic violence hotline, 518-432-7865.

In addition to the categories covered under VAWA, our Title IX Grievance Policy also covers Sexual Harassment which is defined as follows:

Covered Sexual Harassment

For the purposes of our Title IX Grievance Policy, “covered sexual harassment” includes any conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e. quid pro quo);
2. Unwelcome sexual conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution's education program or activity.

Sources: Sexual Assault, Dating Violence, Domestic Violence & Stalking at TCCD; VAWA Final Regulations, Federal Register, 10/20/2014; The National Domestic Violence Hotline, “Teen Dating Violence” from the CDC, The National Coalitional Against Domestic Violence

Affirmative Consent

Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity.

Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

Consent to any sexual activity between or with any party does not necessarily constitute consent to any other sexual act.

- Whether through words or actions that clearly display consent, each party must affirmatively consent to participating in each sexual activity. Consenting to one type of sexual activity is not blanket consent to any and all types of sexual activity.

Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

Consent may be initially given but withdrawn at any time.

Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, being under the age of consent, or if an individual otherwise cannot consent.

- Minors who cannot consent under New York's laws covering age of consent are considered incapacitated. Under New York law, the age of consent is 17 years old. Students and employees are encouraged to review New York State Penal Law Article 130 for additional details regarding New York's age of consent.
- Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent. This does not mean that individuals cannot affirmatively consent to sexual activity or contact

when they have been drinking or using drugs, however. Such individuals may still affirmatively consent through words or actions that clearly indicate interest in engaging in the activity.

- Incapacitation is to be determined by a student conduct or investigation process based on available evidence, acknowledging that in almost no cases will scientific evidence of alcohol or drug level (such as a breathalyzer taken at the time of the assault) be available. There is no single standard or number of drinks that leads to incapacitation. This level varies for different people, and may depend in part on their age, gender, height, weight, metabolism and whether and how much they have recently eaten.

Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.

When consent is withdrawn or can no longer be given, sexual activity must stop.

- Consent can "no longer be given" when a party to a sexual act or sexual contact initially consents to the activity, but during the course of the activity falls asleep or otherwise becomes unconscious or incapacitated. At that point, the other party must stop the sexual activity or contact.

Students' Bill of Rights

ALL STUDENTS HAVE THE RIGHT TO:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously.
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations.
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family, and acquaintances within the jurisdiction of the institution.
9. Access to at least one level of appeal of a determination.
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process;
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial conduct process of the institution.

Reporting Options

Confidential Reporting

If reporting students wish that details of an incident be kept confidential, they should speak with Counseling Center Staff, Health Services Staff or Campus Ministry Chaplains. Their services are free of charge.

Non-Confidential Reporting

All Saint Rose employees who are not designated above as confidential, are considered Responsible Employees for all the details of which they are aware about an incident. Responsible Employees are mandatory reporters and include all employees (faculty, administrators, and staff) as well as student employees such as Resident Assistants.

As mandatory reporters, Responsible Employees are required to report all details of an incident of sexual harassment, sexual assault, dating violence, domestic violence, stalking, and any other sexual misconduct, including the identity of the victim, the identity of the alleged perpetrator (if revealed), the date and location of

the incident and details regarding the incident if known, to the Title IX Coordinator for purposes of initiation of an investigation and appropriate action. <https://www.strose.edu/student-development/policies-important-info/title-ix/reporting/>

Responsible Employees are trained to provide information and support and appropriate referral to confidential or private reporting resources.

Any failure to report an incident of sexual misconduct may result in disciplinary action being brought against the Responsible Employee, up to and including termination of employment.

Anonymous Reporting

The College of Saint Rose has established an anonymous reporting mechanism to enable students and employees to report anonymously and privately any policy violations known or observed.

Any person may file a report directly online using the College's Anonymous Tip Line (518-454-5275) or <https://onlineforms.strose.edu/anonymous-report/submit/>. The College will take all reasonable steps to investigate and respond to the complaint consistent with the information provided; however, the College's ability to respond may be limited.

If you have experienced a sexual offense

1. Go to a safe place as soon as you are able.

2. Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or potential pregnancy.

3. Contact any of the following for assistance:

NON-CONFIDENTIAL ASSISTANCE

- **Campus Security** 518.454.5187
24 hours/7 days a week
- **Residence Life** 518.454.5295
- **Kateeka Harris** Interim Title IX Coordinator
518.223.2550; titleix@strose.edu
- **Jen Richardson** Deputy Title IX Coordinator,
Associate Vice President for Student Development –
518.454.2023; richardj@strose.edu
- **Jeffrey Knapp** Deputy Title IX Coordinator, Associate
Vice President for Human Resources 518.458.5374
knappj@strose.edu

CONFIDENTIAL ASSISTANCE

- **Health Services** 518.454.5244 • Regular business hours, M-F
- **Counseling Services**
518.454.5200 • Regular business hours, M-F
Free counseling for students
- **Spiritual Life** 518.454.5296
- **The Albany County Crime Victim and Sexual Violence Center** 518.447.7716 • 24-hour hotline
Free counseling for students
- **Equinox, Inc.** 518.432.7865 • 24-hour domestic violence hotline
- **Albany Medical Center** 518.262.3131
- **Albany Memorial Hospital** 518.471.3221
- **St. Peter's Hospital** – 518.525.1550
- **In Our Own Voices** – 518.432.4188
- **The Legal Project** 518.435.1770
- **National Sexual Assault Hotline**
1.800.656.HOPE (4673)
- **National Domestic Violence Hotline** 1.800.799.7233
- **National Stalking (and all crime) Victim Helpline**
1.855.484.2846
- **Crisis Text Line**, Text HOME to 741741 for free, 24/7 crisis support in the U.S.

IF YOU ARE OFF-CAMPUS AND EXPERIENCING AN EMERGENCY SITUATION, YOU CAN CALL LOCAL POLICE BY DIALING 911.

4. It is important to **PRESERVE PHYSICAL EVIDENCE** that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc.

Because evidence of a sexual assault can deteriorate quickly, you are encouraged to seek a medical exam as soon as possible. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the hospital, if possible. Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault.

Sexual assault nurse examiners (SANE) are trained in the collection of forensic evidence, and can check for injuries and exposure to sexually transmitted diseases. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or a wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. Police will collect them.

Typically, police will be called to the hospital to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint.

5. **CHOOSE HOW TO PROCEED.**

- Do nothing until you are ready;
- Pursue resolution by The College of Saint Rose;
- Initiate criminal proceedings; and/or
- Initiate a civil process against the perpetrator.

You may pursue whatever combination of options is best for you.

If you wish to have the incident investigated and resolved by Saint Rose, you should contact the Title IX Coordinator or one of the Deputy Title IX Coordinators. Saint Rose procedures will be explained. Those who wish incidents to be handled criminally should contact Campus Security or local police where the assault occurred. A campus official is available to accompany students in making such reports, if desired.

What to Expect from Us

Supportive Measures

We are here to help you through this. Supportive measures are available from the College and are non-disciplinary and non-punitive.

As appropriate, supportive measures may include, but not be limited to:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Restrictions on contact between the parties (no contact orders, issuing a persona non grata, and/or assistance processing an order of protection)
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

Campus Security Authorities (CSAs)

Under the federal Clery Act law, Campus Security Authorities (CSAs) must report, where and when a crime occurred, but not necessarily who was involved. When it comes to confidentiality, we will balance the need to keep the campus community safe with protecting your request for confidentiality to the maximum extent possible.

Numerous people at Saint Rose serve as CSAs and they are trained to listen, take your report, and guide you to appropriate resources. You will receive information about support options including how to file a formal or criminal complaint if you choose to do so.

Campus Disciplinary Proceedings

Resolving cases of sexual assault, dating violence, domestic violence and stalking involves a fair, impartial disciplinary process. These proceedings will be held within a reasonably prompt timeframe. As part of this process, both the reporting individual and the respondent will have equal opportunities to have an advisor of their choice present. Both parties will also be given timely notice of meetings and equal access to information that will be used during the investigation, meetings and live hearing.

Once a proceeding is over, the reporting student and the respondent will be notified simultaneously regarding the outcome and any appeal options.

Source: Sexual Assault, Dating Violence, Domestic Violence & Stalking at TCCD

Risk Reduction

Risk Reduction for Intimate Partner Violence, Stalking, Sexual Harassment, and Sexual Violence

While victim-blaming is never appropriate, and Saint Rose fully recognizes that only those who commit sexual offenses are responsible for their actions, Saint Rose provides the suggestions that follow to help individuals reduce their risk of committing acts of sexual offenses and their risk of being victimized.

To protect yourself and your friends from incidents of sexual assault, dating violence, domestic violence and stalking, there are preventive measure you can take to reduce risk:

- Make any limits/boundaries you may have known as early as possible and notice when they aren't being respected.
- Remove yourself, if possible, from an aggressor's physical presence.
- Reach out for help, either from someone who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.
- Clearly and firmly articulate consent or lack of consent.
- Take responsibility for your alcohol/other drug intake and acknowledge these substances can lower your inhibitions, making you vulnerable to someone who views a drunk/high person as a sexual opportunity.
- Look out for your friends and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.
- Trust your instincts.
- Don't worry about offending someone, just get out of there.
- Say "No" clearly and firmly.
- Be situationally aware by taking note of your surroundings and who is present.
- Walk with others.
- Lock doors and windows in your car and living spaces.
- **And NEVER blame yourself if an act of sexual or interpersonal violence occurs! The only person responsible in that situation is the perpetrator.**

Sources: Sexual Assault, Dating Violence, Domestic Violence & Stalking at TCCD; U. of California VAWA Training; Cal State, Long Beach, Office of Equity & Diversity

REDUCING THE RISK OF BEING ACCUSED OF A SEXUAL OFFENSE

- Show your potential partner respect if you are in a position of initiating sexual behavior.
- Do not assume that someone's silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- If a potential partner says "no," accept it and don't push. If you want a "yes," ask for it, and don't proceed without clear permission.
- Clearly communicate your intentions to your potential sexual partners, and give them a chance to share their intentions and/or boundaries with you.
- Respect personal boundaries. If you are unsure what's okay in any interaction, ask.
- Don't take advantage of the fact that someone may be under the influence of drugs or alcohol, even if that person chose to become that way. Others' loss of control does not put you in control.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or doesn't want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Recognize that even if you don't think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or a position of power or authority you may hold.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask.
- Understand that exerting power and control over another through sex is unacceptable conduct.

Bystander Intervention

When an incident of sexual or interpersonal violence is about to take place, bystanders can intervene simply and safely, often flipping the switch to change the outcome. Some positive ways to intervene include:

- Distracting/interrupting an interaction
- Directly engaging one or more of the involved parties
- Getting police or other authorities involved
- Telling someone else and getting help
- Asking someone in a potentially dangerous situation if they are okay and/or if they want to leave
- Making sure they get home safely
- Reminding a potential perpetrator that incapacitated people cannot give consent
- Helping remove someone from the situation
- Providing options and a listening ear

Do not just hope that someone else will step in. You may have the ability to stop a terrible, life-altering situation. Be part of the solution!

PROVIDING A DISTRACTION

Sometimes all it takes is a distraction to interrupt a potentially dangerous interaction.

- Call a friend's cell repeatedly
- Spill something on purpose
- Tug on your friend's arm insistently

- Ask where the bathroom is
- Interrupt the conversation
- Turn off the music
- Say, "I think that person wants to talk to you," to separate those involved
- Tell the potential perpetrator, "Your car is being towed!"
- Matter-of-factly pull your friend away saying, "We need to leave," and then go

BEING A PROACTIVE BYSTANDER

There are multiple actions you can take to help prevent sexual and interpersonal violence proactively, too. These include:

- Believe that sexual and interpersonal violence is unacceptable and say it out loud
- Treat people with respect
- Speak up when you hear victim-blaming statements
- Talk with friends about confronting sexual and interpersonal violence
- Encourage friends to trust their instincts in order to stay safe
- Be a knowledgeable resource for survivors
- Don't laugh at sexist jokes or comments
- Look out for friends at parties and bars
- Use campus resources
- Attend awareness events
- Empower survivors to tell their stories

Policies and Procedures

All reports of sexual misconduct will be referred to the Title IX Coordinator or designee. Upon receipt, the Title IX Coordinator or designee will determine if the complaint falls under the Title IX Grievance Policy:

<https://www.strose.edu/student-development/policies-important-info/title-ix/documentation/title-ix-grievance-policy/>,

the Sexual Harassment Policy:

<https://www.strose.edu/sexual-harassment-policy/>

or the Sexual Misconduct Policy:

<https://www.strose.edu/sexual-misconduct-policy/>,

or not at all. If the complaint falls under the Title IX Grievance Policy:

<https://www.strose.edu/student-development/policies-important-info/title-ix/documentation/title-ix-grievance-policy/>,

the Sexual Harassment Policy:

<https://www.strose.edu/sexual-harassment-policy/>

or the Sexual Misconduct Policy:

<https://www.strose.edu/sexual-misconduct-policy/>, the

Title IX Coordinator will start the process as outlined in the policies by meeting with the individuals involved and explaining how the process will move forward. The individuals involved will be offered supportive measures to be implemented until the proceedings are concluded.

PROGRAMS

Bystander Intervention

The College of Saint Rose offers bystander intervention programming to all new students in an effort to ensure that each member of the campus community is invested in creating a safe campus environment for themselves and others. Program participants are instructed on safe options for preventing harm and intervening when a risk of a sexual offense exists.

VAWA/CLERY TRAINING/ENOUGH IS ENOUGH

Incoming students are provided with education and training on awareness and risk reduction of sexual violence, dating violence, domestic violence, stalking and consent in compliance with the Violence Against Women Act, the Clery Act, and NYS Article 129-B (Enough is Enough).

ONGOING CAMPAIGNS AND PROGRAMS

Ongoing prevention campaigns and programs are provided throughout the academic year to all students.

ALCOHOL TRAINING

Incoming students are provided with education and training on alcohol use/abuse and risk reduction of sexual violence, dating violence, domestic violence, and stalking.

For more information on our training and awareness programs, please contact: [Jen Richardson at richardj@strose.edu](mailto:Jen.Richardson@strose.edu).

KEY CONTACTS

Saint Rose Anonymous Tip Line
518.454.5275

INTERIM TITLE IX COORDINATOR

Kateeka Harris
518.223.2550
titleix@strose.edu
<https://www.strose.edu/student-development/policies-important-info/title-ix/reporting/>

TITLE IX DEPUTY COORDINATORS

Jen Richardson
Associate Vice President for Student Development
518.454.2023
richardj@strose.edu
Events and Athletics Center, Suite 210

Jeffrey Knapp
Associate VP for Human Resources
518.458.5374
knappj@strose.edu
Cabrini Hall, 399 Western Avenue

OTHER RESOURCES

CAMPUS SECURITY	518.454.5187
RESIDENCE LIFE	518.454.5295
ALBANY POLICE	911 or 518.458.5660
COUNSELING SERVICES	518.454.5200
SPIRITUAL LIFE	518.454.5296
HEALTH SERVICES	518.454.5244
ALBANY COUNTY CRIME VICTIMS & SEXUAL VIOLENCE CENTER HOTLINE	518.447.7716
EQUINOX DOMESTIC VIOLENCE SERVICES HOTLINE	518.432.7865
ALBANY MEDICAL CENTER (SAFE Exams are free)	518.262.3131
ALBANY MEMORIAL HOSPITAL	518.471.3221
ST. PETER'S HOSPITAL EMERGENCY ROOM (SANE Exams are free)	518.525.1550
NATIONAL SEXUAL ASSAULT HOTLINE	1.800.656.HOPE (4673)
NATIONAL DOMESTIC VIOLENCE HOTLINE	1.800.799.7233
NATIONAL STALKING (AND ALL CRIME) VICTIM HELPLINE	1.855.484.2846
CRISIS TEXT LINE	Text HOME to 741741 for free, 24/7 crisis support in the U.S.
SENIOR INVESTIGATOR, NYSP CAMPUS SEXUAL ASSAULT VICTIMS UNIT	1.844.845.7269
IN OUR OWN VOICES	518.432.4188
THE LEGAL PROJECT	518.435.1770

Note that campus officials may contact on-call staff from other departments when their offices are closed or they are otherwise unavailable to assist immediately.

If you are off-campus and experiencing an emergency situation, call local police by dialing 911.

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