

Sexual Harassment & Sexual Misconduct
Support & Resource Guide

THE UNIVERSITY OF SCRANTON

CARE

CAMPUS AWARENESS RESPONSE & EDUCATION

A reference for students and employees who may have witnessed, experienced or been involved in sexual harassment or sexual misconduct.

Geisinger Community
Medical Center (GCMC)
1800 Mulberry St.

REPORT TO THE UNIVERSITY

Sexual harassment and sexual misconduct are prohibited by the University of Scranton and are violations of University policy. In an effort to support individuals as well as the campus community, the reporting options below will initiate a response process by the University. If you wish to speak with someone for confidential support, please see the confidential resources listed in this guide.

Title IX Coordinator
Elizabeth M. Garcia
570.941.6645
elizabeth.garcia2@scranton.edu
scranton.edu/equity-diversity

The University of Scranton
Police Department
570.941.7777 or **570.941.7888**
(emergency) (non-emergency)
scranton.edu/police

Deputy Title IX Coordinator
Diana Marie Collins
570.941.6645
diana.collins@scranton.edu
scranton.edu/equity-diversity

Online Anonymous Reporting
The University of Scranton Incident
Reporting Form: [scranton.i-sight.com/
external-capture](https://scranton.i-sight.com/external-capture). The incident reporting
form should not be used for emergency
or crisis situations in an emergency.

Deputy Title IX Coordinator
(Employees)
Patricia Tetreault
patricia.tetreault@scranton.edu
570.941.7767
scranton.edu/hr

Sexual harassment or sexual
misconduct anonymously reported may
limit the University's ability to initiate
a response process.

* The on-line Incident Reporting form should not be used for emergency or crisis situations needing an immediate law enforcement or medical emergency response.

Responsible Reporter Statement

University policy provides that every employee (except those specifically identified as a "confidential" resource) who receives information of sexual harassment or sexual misconduct involving a student as a complainant, respondent or witness, is required to share all relevant details (obtained directly or indirectly) with the Title IX Coordinator. Resident Assistants, Graduate Teaching Assistants, and Student Officers are also responsible reporters. While students are encouraged to directly report information to the designated reporting options listed above, the University recognizes that a student may choose to share information regarding sexual harassment and sexual misconduct with other employees of the University (e.g. a Resident Assistant, faculty member, or coach). The University is committed to ensuring that all reports are shared with the Title IX Coordinator for consistent application of the Sexual Harassment and Sexual Misconduct Policy to all individuals and to allow the University to respond promptly and equitably to eliminate the prohibited conduct, prevent its recurrence and address its effects.

5. **Dating Violence** is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. For purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.

6. **Domestic Violence** is defined as violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the complainant under the domestic violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

7. **Intimate Partner Violence** is defined as any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual or other intimate relationship.

8. **Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to Fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes the concept of cyber stalking — a particular form of stalking in which electronic media is used to pursue, harass, or to make repeated unwanted contact with another person in an unsolicited fashion. Stalking may involve persons who are known to one another or have an intimate or sexual relationship, or may involve persons not known to one another.

SUPPORTIVE MEASURES

Upon receipt of a report of sexual harassment or sexual misconduct, the University will take reasonable and appropriate supportive measures to protect the individuals involved and reduce any further risk for members of our campus community.

Examples of such measures may include, but are not limited to:

- Instituting an Administrative Directive for No-Contact between involved parties
- Limiting an individual's access to certain facilities or activities pending resolution
- Referring to counseling and health services
- Referring to the Employee Assistance Program
- Providing education and advisories to the community
- Providing alternative housing for the reporting party
- Altering work arrangements for employees
- Providing campus escorts
- Providing transportation assistance to the hospital
- Offering adjustments to academic deadlines, course schedules, etc.
- Issuing interim suspensions pending an investigation and determination
- Any other measure which can be tailored to the involved parties to achieve the goals of the University's policy

* These measures and other support and resources are available regardless of whether a reporting party seeks formal resolution and/or makes a crime report.

Additional Resources & Support Services – Private but Not Confidential

Regardless of which resource(s) an individual chooses to access, the situation will be handled with sensitivity and care to protect the privacy of the individual/s involved.

Campus Ministries, **570.941.7419**, is located in the DeNaples Center, Suite 200 and offers pastoral support. Students may stop by the office and ask to speak to a priest or campus minister or schedule an appointment. Although Campus Ministries staff are not confidential employees, ordained priests acting in their pastoral capacity are confidential and will not report to the Title IX Coordinator.

The Jane Kopas Women's Center, **570.941.6194**, is located in the DeNaples Center, Suite 205. The Center is a safe and comfortable gathering place that also provides educational programming, leadership development, resources and referrals.

Scranton.edu/CARE is a website maintained by the University which provides information and resources for those in our campus community who have experienced or witnessed sexual harassment or sexual misconduct.

The Title IX Coordinator, Elizabeth Garcia, **570.941.6645**, is in the Office of Equity and Diversity located in the Institute of Molecular Biology and Medicine, Suite 315. The Title IX Coordinator or Deputy Title IX Coordinator, Diana Marie Collins, are available to discuss any questions regarding the Sexual Harassment and Sexual Misconduct Policy, to assist an individual in accessing resources and support services, and to facilitate the investigation and resolution of reports of conduct that may violate the Sexual Harassment and Sexual Misconduct Policy.

University Police, **570.941.7777**, located on level 2 of the Parking Pavilion, corner of Mulberry St. and Monroe Ave., are available to coordinate with various resources to provide for the safety and well-being of an individual who experienced sexual assault or sexual misconduct. This may include transporting a student to a hospital for medical care, assisting in obtaining a Protection from Abuse Order from the local court, and/or coordinating with appropriate legal authorities including the Lackawanna County District Attorney's Office and the Victim/Witness Unit.

The Dean of Students, Lauren Rivera, **570.941.7680**, located in the DeNaples Student Center, Suite 201, meets with students to offer support and resource information, safeguard the larger University community, discuss formal reporting options, and review the Title IX investigation process. The information, resources and support provided by the Dean of Students is outlined in detail in the Sexual Harassment and Sexual Misconduct policy.

YOUR RIGHTS UNDER UNIVERSITY POLICY

The University of Scranton strives to provide members of the campus community with fair and equitable resolution processes that include both formal and informal options.

REPORTING

- Reporting individuals have the right to notify law enforcement of incidents and to receive assistance from campus personnel.
-



FAIRNESS

- All members of the campus community have the right to have reported incidents addressed according to the published University policy and procedures. See the Required Reporter Statement (pg 3).
- **Complainants** and **Respondents** have the right to have a support person of their choosing present throughout all resolution proceedings (including interviews, meetings, etc.). A support person can be a campus community member, family member, friend, attorney, etc., with certain exceptions.
 - **Complainant** refers to the individual(s) who may have experienced sexual harassment or sexual misconduct, regardless of whether that individual makes a report or seeks formal disciplinary action.
 - **Respondent** refers to the individual(s) who has been accused of sexual harassment or sexual misconduct.
- Certain individuals are entitled to written notice of the outcome of a formal investigation.
- Reporting parties and witnesses will receive amnesty for minor infractions (e.g., drug and alcohol violations that don't affect the safety of the greater campus community) that are secondary to incidents of sexual misconduct.
- All members of the campus community have the right to be free from retaliation for reporting sexual harassment or misconduct or participating in an investigation or resolution.

SUPPORT

- Individuals have a right to be notified of the availability of counseling and health services.
- Individuals have a right to be notified of resources available both on and off campus.
- All parties involved in sexual harassment or sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Parties have the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts, and may seek the help of the T BT10 0 1s (en-US)/MCID 528 BDC BT10 0 0P5TJETEMC wcC EMC wcC

RISK REDUCTION FACTORS

Risk reduction factors are steps individuals can take to minimize the possibility of sexual misconduct and increase safety and a sense of empowerment for themselves or others. There is no guaranteed way to avoid sexual misconduct. These risk reduction factors and safety ideas are a choice, not a responsibility. Whether someone chooses to use these ideas, sexual misconduct is not the fault of the person who experiences it. Remember that sexual activity is a choice, and all people, at any time, are free to choose whether or not to be sexually active.

WHAT CAN I DO TO HELP END SEXUAL HARASSMENT & SEXUAL MISCONDUCT?

Be an active bystander:

- **Notice** the situation and **be aware** of your surroundings.
- **Interpret** it as a problem. Ask yourself, “Do I believe someone needs help?”
- **Feel responsible** to act. **Educate yourself** on what to do.
- **Intervene safely**. Keeping yourself safe while taking action is key.

If a Situation Presents, Intervene Safely:

- Bring in others to help when the situation may be potentially dangerous.
- Ask the individual you are concerned about if they are ok.
- Provide support and information available at [scranton.edu/care](https://www.scranton.edu/care).
- Distract or redirect individuals in unsafe situations.
- Ask the individual if they want to leave.
- Call University Police **570.941.7777** or Scranton Police **911**.

Encourage Safety for Yourself and Others

- **Have a plan**. Talk to your friends about your plans and intentions before you socialize.
- **Watch out for others**. If you are concerned about someone, offer your support.
- **Disrupt situations**. If you see a person coming on too strong to someone who may be too drunk to make a consensual decision, interrupt, distract, or redirect the situation. If you do not feel comfortable doing so, get someone else to step in.
- **Trust your instincts**. If a situation does not feel right to you, trust your instinct. If possible, remove yourself and others from the situation.

Information is based on Bystander Intervention research being completed at the University of New Hampshire (Bringing in the Bystander®).

Visit [scranton.edu/CARE](https://www.scranton.edu/CARE) for more information on how to prevent and support survivors of gender based harassment and violence.

The United States Department of Education's Office for Civil Rights (OCR) enforces Title IX. Information regarding OCR may be found at: www2.ed.gov/about/offices/list/ocr/index.html

scranton.edu/care

The United States Department of Education's Office for Civil Rights (OCR) enforces Title IX. Information regarding OCR may be found at [ed.gov/about/offices/list/ocr/index.html](https://www.ed.gov/about/offices/list/ocr/index.html)

Last updated August 2023

