

## Off Campus Resources

### Women Helping Women (Ohio)

Phone: 513-977-5541

Crisis Line (24/7): 513-381-5610

<https://www.womenhelpingwomen.org>

### University of Cincinnati Medical Center, Sexual Assault Nurse Examiners (SANE)

Phone: 513-584-1000

<https://uchealth.com/university-of-cincinnati-medical-center/services/sexual-assault-nurse-examiners/>

### Rape, Abuse and Incest National Network

Phone: 1-800-656-HOPE

<https://www.rainn.org>

### Ohio Alliance to End Sexual Violence

<http://oaesv.org/MemberMap/Hamilton-county>

### Delhi Township Police

Phone: 513-922-0060

Mon. through Fri: 8:00am –10:00pm

Weekends: Please call 513-922-0060, leave a message for an officer, and you should receive a return call promptly.

## Legal Resources

### The Justice League of Ohio

<http://tjlo.org/know-your-rights>

### Legal Aid

<http://www.ohiolegalservices.org/programs>

### Pro Bono Attorneys

<http://www.legalhandle.com/pro-bono-attorneys-Ohio.html>

## Prohibited Sexual Discrimination, Sexual Harassment, and Sexual Misconduct

## Title IX: Rights, Reporting and Resources



MOUNT ST. JOSEPH  
UNIVERSITY

The information provided herein is an overview. For the complete University policy and procedures on prohibited sexual discrimination, sexual harassment, and sexual misconduct, visit:

<http://www.msj.edu/student-life/public-safety-campus-police/>

## University Policy and Procedure Overview

Mount St. Joseph University affirms its commitment to promote the goals of fairness, equity, and dignity in all aspects of the educational experience consistent with Title IX of the Education Amendments of 1972 and other applicable laws through its policy and procedures on prohibited sexual discrimination, sexual harassment, and sexual misconduct (the “Policy”).

The Policy prohibits sexual discrimination, sexual harassment, and/or sexual misconduct by any responding party who is a member of the Mount St. Joseph University campus community regardless of the status of the reporting party who may or may not be a member of the University community, including but not limited to students, employees, guests, and visitors. The Policy applies to conduct on campus, at University-sponsored events, as well as off campus, on-line and/or through technology when the conduct affects a substantial University interest.

The Policy defines certain sex and/or gender discrimination as sexual misconduct. Generally speaking, non-consensual sexual contact violations of the Policy are considered to be the most serious of the Policy violations and result in the most severe sanctions, including suspension or expulsion for students and termination for employees. Acts of sexual misconduct may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

The University Policy provides for equitable and prompt response to reports of alleged Policy violations. There are several options for addressing reports of Policy violations, including interim remedial and protective measures, but informal resolution is not appropriate for reports of sexual misconduct. Both the reporting party and the responding party will have an equal opportunity to meet with investigators, to provide the names of witnesses, to have an advisor present, and to provide evidence during a formal investigation.

The University’s investigation of a report of a Policy violation is different from any criminal investigation. After a University investigation concludes, if it is determined *more likely than not* that a Policy violation occurred by the responding party, sanctions or other disciplinary action will be issued to the responding party as deemed appropriate.

## What Is Effective Consent?

Consent is a key factor in determining sexual misconduct. Consent is the clear, knowing, and voluntary permission by word or action to engage in a sexual activity and is fully defined in the Policy. It is the responsibility of each individual to ensure that the other has consented before engaging in any sexual contact.

**1. Both individuals must clearly communicate a willingness and permission through mutually understandable words and/or actions.** Consent is a “yes” – not the absence of the word “no.” Failure to resist sexual advances, silence, and/or a prior dating or sexual relationship does not constitute consent. Both individuals have the right to revoke their consent at any time during the sexual activity by actively (verbally or nonverbally) communicating a desire to stop the activity. Consent to one form of sexual contact does not constitute consent to any other form of sexual contact, nor does consent to sexual contact with one individual constitute consent to sexual contact with any other individual. Additionally, consent to sexual contact on one occasion is not consent to engage in sexual contact on another occasion.

**2. Both individuals must be fully conscious and aware of their actions.** An individual is unable to give consent if incapacitated due to being asleep, drugged, intoxicated, unconscious, a minor, or mentally impaired. It is not an excuse for sexual misconduct that a responding party was intoxicated or otherwise incapacitated and did not realize the reporting party was incapacitated.

**3. Both individuals must be equally free to act.** The decision to engage in sexual contact must be made without coercion. Coercion or force includes but is not limited to intimidation and expressed or implied threats of physical or emotional harm that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in sexual contact.

## Reporting Options

### Reporting to the University

Reports of Policy violations for sexual discrimination, sexual harassment, and/or sexual misconduct may be made by contacting:

**Title IX Coordinator:**

Leah Reynolds: 513-244-4467

**Dean of Students:**

Janet Cox: 513-244-4466

**Director of Human Resources:**

Lisa Kobman: 513-244-4979

**Any Campus Security Authority (CSA):**

CSA contact information can be found on the University Police website at [www.msj.edu/student-life/public-safety-campus-police](http://www.msj.edu/student-life/public-safety-campus-police)

### Anonymous Reports

Anonymous reports of sexual discrimination, sexual harassment, and/or sexual misconduct may be made by call, text or email:

**513-244-TIPS (8472)**

**Email: 244TIPS@msj.edu**

### Criminal Complaints

Individuals may file criminal complaints by contacting:

**University Police:** 513-244-4226 or dial “0” from any campus phone

### Retaliation Prohibited

Retaliation against anyone making a report or participating in the University Policy process is prohibited.

## Not Ready to Report?

### University Support is Available.

An individual may need medical or emotional support in the aftermath of sexual discrimination, sexual harassment, and/or sexual misconduct. The Wellness Center at Mount St. Joseph University can provide confidential medical assistance, resources, and emotional support.

Contact the Wellness Center at 513-244-4949 to speak with a counselor, nurse, or physician. These professionals are required by law to keep all communications confidential unless they receive an individual’s express consent to disclose communications or are otherwise required to disclose by law.

### Off Campus Support is Available.

The University works together with *Women Helping Women*, [www.womenhelpingwomen.org](http://www.womenhelpingwomen.org), to provide trauma-informed services to individuals of all genders, students and employee survivors of sexual discrimination, sexual harassment, and/or sexual misconduct. *Women Helping Women* is accessible 24 hours a day/7 days a week by calling (513) 381-5610.

## What Should You Do If You Experience Sexual Misconduct?

1. Get to a safe place and talk to someone you trust (friend, relative, counselor, or an on/off campus sexual assault resource).
2. Seek medical attention.
3. Do not shower, change clothes, eat or drink anything before seeking medical assistance.
4. If you choose to notify University Police, do so as soon as possible.

## What Are Your Rights If You Experience Sexual Discrimination, Sexual Harassment, and/or Sexual Misconduct?

- You have the right to speak with campus authorities in a private and confidential setting.
- You have the right to be informed of your reporting options, whether criminal or University or both, without fear of reprisal.
- You have the right to academic, housing, employment, extra curricular activity accommodations, and/or other interim measures as deemed appropriate to address short-term effects and to prevent further violations.
- You have the right to be informed of and provided with contact information about available counseling or health services, both on and off campus.
- You have the right to have an advisor of your choice present during any investigated interview by the University, consistent with the Policy.
- You have the right to be informed of the final determination of any formal Policy violation investigation.

## Tips for Friends and Loved Ones

- Remain calm and nurturing.
- Listen; believe what you are being told.
- Don’t pass judgment; don’t comment on what you would have done differently.
- Don’t blame the victim.
- Be supportive of any decisions made by the survivor.
- Encourage the victim to seek counseling, health, and legal assistance.
- Seek professional counseling for yourself if you are affected by the incident.



## Campus Resources

**University Police:** 513-244-4226 (“0” from inside line) *Escort Service Available*

**Title IX Coordinator:**

Leah Reynolds 513-244-4467

**Dean of Students:**

Janet Cox 513-244-4466

**Director of Human Resources:**

Lisa Kobman 513-244-4979

## Confidential Student Support Services

**Wellness Center**

**Counseling and Health Services**

**Counseling appointments:** 513-244-4949  
Walk-Ins Welcome M-F 8:30am-5:30pm

**After Hours Crisis On-Call Campus Support:**  
513-807-2516

**Health Services**

**Nurse or Physician:** 513-244-4796  
Walk-Ins Welcome M-F 8:30am-4:30pm