



HIGH POINT UNIVERSITY

# RESOURCE GUIDE

for Students Impacted by Sexual Violence, Intimate Partner Violence, & Stalking

Last Updated: Summer 2019



Assistance for Students.....	2
Quick Reference Guide Page .....	3
Introduction .....	4
How to Report: Non-Confidential.....	4
Confidential Campus Resources: Not Required to Report .....	5
Steps to Take if Physical Contact Occurs .....	6
Injunctions for Protection & No Contact Orders.....	7
Interim Measures .....	7
Misconduct by an Employee .....	8
University Policy & Procedure: Definitions.....	8
Consent.....	9
University Procedures for Responding to Title IX Reports.....	10
Awareness Programs.....	12
Bystander Intervention.....	12
Risk Reduction.....	13

# ASSISTANCE FOR STUDENTS



## SEEK EMOTIONAL SUPPORT

Consider talking with a counselor. If you wish to speak to someone confidentially, there are resources on campus as well as off campus. It is your choice to talk to someone about what happened.

If you want to avoid contact with the involved party, interim measures will be made in regard to academic, social and living situations.



## CONSIDER REPORTING OPTIONS

Remember, Intimate Partner Violence and Sexual Violence are crimes and against HPU Conduct policies. There is a difference between reporting to the local police department versus High Point University. When sexual violence occurs and is reported to HPU personnel (security, RA, RD, staff and/or faculty), these individuals are required to report the matter to the appropriate authorities. Additionally the reporting party can choose to contact local police for a criminal investigation. The Director of Title IX is here to provide information about the University's investigation process to both the reporting and responding parties.



## SEEK MEDICAL ATTENTION

If you have been hurt, or are the reporting party, seek medical attention immediately so that you know all of your options for the prevention of pregnancy and/or sexually transmitted infections. Even if criminal charges are not pursued, it is important to take care of your general health and assure that no injuries occurred. Evidence can be collected anonymously without pursuing criminal charges at the time of collection. Collecting evidence within 72 hours of an assault allows for best results, should a criminal investigation be pursued.

# QUICK REFERENCE GUIDE PAGE

**IMPORTANT!** If in imminent danger call 911.

Due to the potential for increased risk, victims of intimate partner violence and stalking are urged to consult confidentially the North Carolina Coalition Against Domestic Violence (NCCADV) and the High Point Police Department for an individualized risk assessment, safety planning and exploration of options.

## Confidential Campus Resources

### Counseling Center

Slane Center | 3rd Floor | 336-888-6352

The Counseling Center provides confidential counseling services to currently enrolled HPU students, and has licensed mental health clinicians provided free of charge to students.

### Student Health Services

Wilson Hall | 336-841-4683

Student Health Services provides general health services in a supportive, student-centered environment.

### Minister to the University

Hayworth Chapel | 336-841-9241

Oversees the University's Christian and interfaith initiatives, and is passionate about helping people of all religious backgrounds discover the depths of faith, hope and love in their own lives and stories.

## Non-Confidential Campus Resources

### Campus Security (CS)

Emergency: 336-841-9111

Non-Emergency: 336-841-9112

### Office of Student Life (OSL)

Slane Center | 336-841-9231

### Title IX Office

Director of Title IX

Gail Tuttle, Senior Vice President/Senior Deputy Title IX Coordinator

Slane Center | 336-841-9141

gtuttle@highpoint.edu

Tara Shollenberger, Assistant Vice President for Student Life/Deputy Title IX Coordinator

Slane Center | 336-841-9309

tshollen@highpoint.edu

DeAnna Milillo Deputy Title IX Coordinator

Roberts Hall | 336-841-9217

dmilillo@highpoint.edu

### For Complaints involving gender equity in Athletics:

April Wines, Senior Woman Administrator/Assistant Athletic Director

Witcher Athletic Center | 336-841-4645

## Off Campus Resources

### Family Service of the Piedmont (Sexual Assault Services)

1401 Long Street High Point, NC | 336-889-6161

### Family Justice Center

505 E. Long Street, High Point, NC | 336-641-7233

### High Point Medical Center: Wake Forest Baptist Health

601 N. Elm Street, High Point, NC | 336-884-6000

### Moses Cone Hospital

2630 Willard Dairy Road, High Point, NC

336-884-3777

### N.C. Coalition Against Sexual Assault

919-871-1015

www.nccasa.net

### High Point Police Department

1009 Leonard Avenue, High Point, NC

Emergency: 911

Non-Emergency: 336-883-3224

### Victims Justice Center

401 Taylor Avenue, High Point, NC | 336-887-7951

## Introduction

We are here to help!

This Resource Guide is intended to provide resources for students impacted by Sexual Violence, Intimate Partner Violence, and Stalking. Questions about this guide and campus policies can be addressed with the Director of Title IX, or one of the Confidential Sources in this Guide. Both reporting and responding parties can discuss their resource options with the resources listed in this guide. High Point University strives to be a community of care so that all members and guests have access to thrive and succeed.

## Gender and Sexual Diversity Inclusion

Members of the Lesbian, Gay, Transgender, Bisexual, and Queer (LGBTQ) community are also impacted by sexual violence, and may be targeted for holding these identities. HPU strives to promote the safety and well-being of all students and employees, including those within diverse gender and sexual identity communities. The information in this guide is applicable to students and employees regardless of their sexual orientation, gender identity, or gender expression. We are aware that anyone who is perceived as not conforming to binary sex and/or gender stereotypes may be targeted for sexual harassment or assault, and/or hate crimes. Please contact the Director of Title IX or Director of Multicultural Affairs for questions about LGBTQ inclusion.

## Accessibility Inclusion

HPU strives to promote the safety and well-being of all students and employees. The information in this guide is applicable to students and employees regardless of their disability status. Persons

with disabilities may be targets of crime, abuse or harassment, and our campus is committed to providing accessible and available services.

For reasonable accommodations, please contact the Office of Accessibility Resources and Services at 336-841-9061, located at 407 Smith library.

## Non-U.S. Citizen Inclusion

Under Title IX and the Violence Against Women's Act (VAWA), students and employees at High Point University who are victims of sexual violence, interpersonal violence, or stalking receive the same rights regardless of immigration status. Students who are not U.S. Citizens who have questions regarding these resources can contact the HPU Office of Global Education: +1 (336) 841-9280; Immigration Options for Victims of Crimes (US Citizenship and Immigration Services): [uscis.gov](http://uscis.gov); and the Immigrant Legal Resource Center: [ilrc.org](http://ilrc.org).

## How to report the Incident: Non-Confidential

With the exception of those HPU employees designated as confidential resources, all other employees are obligated to report disclosures of non-consensual sexual penetration or harassment, intimate partner violence, sexual misconduct, non-consensual sexual contact, and stalking by students or employees to either the Director of Title IX or the Office of Human Resources, (HR) depending on whether the responding party is a student or employee. Once reported to one of these offices, Title IX or HR will proceed with a non-criminal investigation of the incident immediately and appropriately in order for HPU to resolve the situation promptly and fairly. During the investigation, although confidentiality cannot be guaranteed, the privacy of all parties involved will be maintained as much as possible, and information will be shared only with those with a legitimate need to know.

**All employees** are mandated to report and include:

- Employees who supervise other employees
- All faculty
- Student workers
- Employees who supervise or oversee students
- Resident Assistants (RAs)
- Academic advisors
- Faculty advisors
- Program advisors
- Student activity coordinators
- Graduate assistants
- Campus Security Department
- Athletic Coaches

## Reporting Options

There is more than one option available to the reporting party for reporting what happened to the police or school:

- Report to law enforcement
- File a Title IX complaint with the University's Title IX Director or designee
- Report student misconduct through the Office of Student Life
- Report employee misconduct through the University's Human Resources Department
- A reporting party also has the right not to report

If someone is hesitant to report an incident because of underage drinking or illegal substance use, please be aware of HPU's Medical Amnesty (Student Reporting) Policy, which encourages the reporting of sexual violence, intimate partner violence, and stalking in such circumstances and protects the reporting party from misconduct sanctions.

## Reporting to the Police Department

For criminal offenses such as non-consensual sexual penetration, stalking, domestic violence, relationship or dating violence, a report can be made to the law enforcement agency having jurisdiction over the location of the incident:

- Campus: HPU Campus Security
- High Point Police Department

The reporting party can also contact Office of Student Life (OSL) staff to assist with a report. The benefits of using OSL staff include:

- OSL staff can continue to assist reporting and responding parties throughout the investigation.
- If the case results in court proceedings, OSL staff can help reporting and responding parties locate an advocate who will provide support throughout the legal process.

## If the Incident Was Reported Against Your Wishes

As discussed above, for purposes of campus safety, all HPU employees are required to report instances of non-consensual sexual penetration or harassment, intimate partner violence, sexual misconduct, non-consensual sexual contact, and stalking that come to their attention.

The Director of Title IX will explain the reporting and responding party's rights under these circumstances and ensure that privacy is considered by those responsible for the investigation.

For more information about the reporting obligations please see the HPU Student Guide to Campus Life or contact the Director of Title IX. The Director of Title IX can review the University's investigation process with the reporting and responding parties, even if the reporting party chooses not to disclose what occurred.

## Confidential Campus Resources: not required to report

The following campus resources can provide confidential support and services to the reporting and responding party. The individuals in the offices listed below are not required to report disclosures of non-consensual sexual penetration or, harassment, intimate partner violence, sexual misconduct, non-consensual sexual contact, and stalking:

- Campus Minister, Phone: 336-841-9132
- Counseling Center, Phone: 336-888-6352
- Student Health Services, Phone: 336-841-4683

A reporting or responding party can seek assistance from employees of these services **without** triggering an investigation, unless they intend the incident to be investigated. The only exceptions to this confidentiality are the following circumstances which require employees to report a situation to authorities:

- When child abuse is involved
- When there is the potential of imminent harm to the Campus Community
- When a student victim is under the age of 18.

## Immediately after an Incident

### Steps to Take if Physical Contact Occurs

- Go to a hospital emergency room if there are physical injuries requiring immediate medical attention.
- Forensic medical exams (“rape kits”) are performed at hospitals by Sexual Assault Nurse Examiners (SANE). Reporting parties may also request a anonymous rape kit sometimes referred to as a “Jane Doe” rape kit. The reporting party’s name will be kept confidential and evidence will be preserved should they decide to prosecute later.
- Exams can be performed up to 120 hours after the sexual assault and are requested by law enforcement as part of the reporting process.
- Preserve evidence as much as possible until it is collected.
- Avoid bathing or showering, urinating, eating or drinking (if oral- genital contact occurred during the assault), washing clothes worn during the assault, or washing bedding or towels that were part of the incident.
- Save all communications to or from the involved parties or witnesses via voice mail, text, social media or email about the incident.
- Even if there is no evidence, the crime can still be reported.
- Call 911 to report the non-consensual sexual penetration or contact HPU Security for an officer to assist in reporting.

- Student Health Services (available during business hours).
- OSL staff can accompany you or meet you at the facility if you wish.
- Leave damage to property or dwelling-as is for law enforcement to document;
- Ensure bruises and other injuries are photographed by police, medical caregivers, or, as a last resort, a friend or relative.
- A Police detective and/or a campus Title IX investigator may ask to interview the reporting party at the time the report is made and/or in the days following the initial report.

### General Things to Know About the Exam

- The forensic exam process can be distressing, although every effort will be made to make it as comfortable as possible.
- A friend or family member may accompany the reporting party to the off-campus location for the exam.
- A detective/investigator may interview you at the time you make the report and/or in the days following your initial report.
- The detective/investigator will also provide information on local resources available.
- The detective/investigator can assist with securing an Injunction for Protection (“restraining order”) – used to restrict the responding party’s contact with the reporting party.
- The State Attorney’s Office in the jurisdiction where the crime occurred has the authority to prosecute crimes when there is enough evidence to pursue the case. The decision to prosecute is made by the prosecutor on behalf of the State of North Carolina.

Family Service of Piedmont also offers support including:

- Crisis intervention
- Risk assessment
- In-depth exploration of options
- Safety planning
- Ongoing support

- Advocacy for issues resulting from the impact of the incident
- Housing and relocation
- Academics
- Transportation
- Work
- Injunction for Protection filing assistance

### Off Campus: Injunctions for Protection

Injunctions for Protection are referred to as “restraining orders” or “orders for protection” in some states. You do not have to report the crime in order to request an Injunction for Protection. The intention of an Injunction for Protection is to restrict the access of the responding party to the reporting party, allowing the reporting party to avoid contact with the responding party. Some responding parties will abide by the terms of the injunction; however, others will not. For this reason, Injunctions for Protection, when granted, are not guarantees of safety.

The process for requesting an Injunction for Protection is:

- Requires you (the “petitioner”) to complete the correct form
- Requires very specific, detailed information
- Can be denied based on wrong form or omission of details

To increase the chances of a successful petition, ask for assistance with the documentation and filing. Attending the petition hearing and having to testify can be confusing and frightening, but you do not have to handle this alone. Advocates can guide you through the process and accompany you to court hearings for the injunction.

### On-campus: No Contact Orders

A No Contact directive may be imposed at the request of a student and/or the discretion of a University Official. When a No Contact directive is put into place, the involved parties must refrain from:

1. Approaching one another at any time;
2. Calling one another;
3. Communicating electronically (e-mail, text, social media); or
4. Contacting or communicating with one another, including through a third party (meaning friends and family), in any way at any time.

A No Contact directive implies no judgment and is enforceable on campus between registered students. The directive may include a ban from designated areas of campus. When a No Contact directive is issued, students may be required to move to a temporary living space or may be temporarily removed from a shared classroom as a means to create space for the situation to be resolved.

### Other Interim Actions

Interim Actions are actions that can take place regardless of whether or not the parties involved file a formal report. Interim measures are not a determination of facts or findings for an incident. They are designed to help provide additional measures of safety to the parties involved.

- Classroom changes
- Residential move
- Safety escorts
- Counseling
- Office moves
- No-Contact Orders
- Provide connection to community resources

### Supportive Measures

In addition to Interim Actions, the Reporting and Responding Parties are entitled to, and will be offered supportive measures. Such measures include, but are not limited to: access to confidential counseling, access to the Office of Accessibility Resources, or other supportive measures assessed on a case-by-case basis.



## Misconduct by an Employee

If a reporting party would like to make a complaint of misconduct by a faculty or staff member at HPU contact the Director of Human Resources.

Human Resources must investigate misconduct once they have knowledge that non-consensual sexual penetration or harassment; domestic, dating or relationship violence; or stalking may have occurred.

## University Policy & Procedure

The next section outlines the steps included in the University's investigation and hearing process, should a report be made.

### Definitions: Violations of University Policy Under Title IX

The following definitions outline the University's prohibited conduct under Title IX. When an incident involving an allegation of Title IX against a student, the following definitions serve as potential charges or allegations.

#### Intimate Partner Violence (IPV)

Referred to as dating or domestic violence, committed against a person by a spouse or former spouse, a cohabitant or former cohabitant with whom a romantic relationship has occurred, a person with whom they have a child, or a person with whom they have a previous or current dating, romantic, intimate, or sexual relationship. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

IPV is an action by a person towards the other that may include physical, sexual, psychological, and/or emotional harm to that person. It can also include verbal abuse, damage to their possessions or threats to harm them or their loved ones, which causes a reasonable person to be afraid. There is

often a dynamic of power and control within the relationship.

#### Non-Consensual Sexual Contact

Non-consensual sexual contact is defined as:

- any intentional sexual touching
- however slight
- with any object
- by a person upon another person
- that is without consent or by force or threat

Sexual touching includes, but is not limited to, any physical contact with the breasts, genitals, buttocks, mouth or other bodily orifice of another individual; (a) by another with any of the body parts listed above, or (b) making another touch you or themselves with or on any of the body parts listed above without consent. The non-consensual contact may also include any other physical contact completed for the specific purpose of sexual arousal or gratification.

#### Non-Consensual Sexual Penetration

Sexual Assault is defined as:

- any sexual penetration (anal, oral, or vaginal)
- however slight
- with any object
- by a person upon another person
- that is without consent or by force or threat

Sexual penetration includes, but is not limited to, vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact.

#### Sexual Misconduct

Sexual Misconduct encompasses any unwelcome behavior of a sexual nature and can include the following:

- (a) *Non-consensual viewing, recording, dissemination*

The privacy and dignity of all persons in the university community must be guarded. The following conduct is prohibited:

- Observing or recording by any means the nudity or sexual activity of another without that person's consent;

- Allowing another to observe or record the nudity or sexual activity of another without the person's consent;
- Sharing images or recordings of the nudity or sexual activity of another without that person's consent

(b) *Sexual Exploitation*

Sexual Exploitation occurs when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual policy offenses.

(c) *Sexual Harassment*

Sexual harassment is a form of sex and/or gender-based discrimination which may include physical, verbal, nonverbal and/or visual communication or written communication. Although what constitutes sexual harassment will vary with the particular circumstances, it is defined as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature. Such conduct has the effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or abusive working or learning environment.

Sexual harassment is determined by the totality of the circumstances, including, but not limited to, the following:

- The frequency of the offensive conduct
- Its seriousness
- Whether it is physically threatening or humiliating
- The location of the conduct and the context in which it occurred
- The degree to which the conduct affected the education or employment environment; and
- The relationship between the parties

Some sexual harassment behaviors may also be stalking and/or non-consensual sexual penetration. Some conduct that may appear to be consensual may also be unacceptable and deemed harassment.

## Stalking

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety. This includes cyber-stalking which is a course of conduct in which a responding party uses electronic media, such as the internet, social networks, blogs, cell phones, or text messages to cause reasonable fear or emotional distress.

For the purposes of this definition: Course of conduct means a pattern of behavior composed of two or more acts over any period of time including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## Consent

Consent is the positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the act or transaction involved. A current or previous dating or marital relationship shall not be sufficient to constitute consent. Consent must be informed.

Consent is revocable. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual

activity on another occasion. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.

Consent is not freely given if:

- It is obtained through the use of force, through the fear of or the threat of force, intimidation, coercion, or by kidnap; or
- A reasonable person in the position of the alleged responding party at the time the alleged conduct occurred should have known that the other person was unable to give consent for any of the following reasons:
  - The individual is unable to make an informed decision as a result of alcohol or other drugs (including but not limited to predatory drugs or prescribed medications); or
  - The individual is unconscious, asleep, or suffering from shock; or
  - The individual is under the age of sixteen and therefore legally unable to give consent; or
  - The individual has a known mental disorder or developmental or physical disability, and therefore legally unable to give consent.
  - The individual has acted or spoken in a manner which expresses they refuse to give consent
- Consent may not be assumed. If there is any ambiguity or confusion, a person involved should stop the activity and clarify and confirm consent.

Coercion is the practice of forcing another party to act in an involuntary manner by use of intimidation or threats or some other form of pressure or force. Coercion may include the use of emotional manipulation to persuade someone to do something the person may not want to do. Being coerced into having sex or performing sexual acts is not consenting sex and may be considered non-consensual sexual penetration or non-consensual sexual contact.

Incapacitation is the state where someone cannot make rational, reasonable decisions due to a lack of capacity to give knowing consent (e.g., to understand the “who, what, when, where, why, and

how” of the sexual interaction). Sexual activity with someone who is, or based on circumstances should reasonably be known to be, mentally or physically incapacitated (i.e., by alcohol or other drug use) constitutes a violation of this policy. A person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the consumption (voluntary or otherwise) of incapacitating drugs cannot give consent.

## University Procedures for Responding to Title IX Reports

### Student Rights

Once a report is made to the University, and in preparation for the investigation and hearing board (proceedings), equal access and resources are given to both the reporting party and responding party. They will each be notified in a formal letter of the Title IX Hearing Board date, time, and location as well as the alleged policy violation(s).

### **Right to an Advisor**

For violations of the Title IX policies listed above, both the reporting and responding party may have an advisor present with them for support throughout any proceedings. Advisors may not ask direct questions to any party during the investigation or hearing board proceedings and cannot speak on the student's behalf. Advisors may consult with the student they are assisting. If the advisor's presence infringes on the proceedings, they may be asked to leave. An advisor can be anyone of the reporting party or responding party's choosing, including an attorney. The reporting party and responding party will each be provided a list of University-trained advisors to choose from. However, an advisor can be anyone of the student's choosing, including an attorney.

**Right to Notify Law Enforcement**

Reporting parties will be notified of their options to report the incident(s) to law enforcement.

**Right to Notification of Outcome**

Both the reporting party and responding party will be informed of the outcome of the hearing board proceeding in writing, including any applicable sanction(s).

**Right to Campus Counseling Services**

Both the reporting party and responding party will be notified of counseling services available on and/off campus.

**Right to Interim Measures**

Both the reporting party and responding party will be notified of options available for interim measures including, but not limited to, temporary housing relocation and academic adjustments.

**Right to Notice of Investigation**

The reporting and responding party will be notified of the University's investigation via a Notice of Investigation (NOI) letter. The NOI will reiterate the investigation proceedings as well as their rights to an advisor and campus resources.

**Intake: The Process of a Violation of the Title IX Policy**

Once the initial report is made, the Director of Title IX will contact the parties involved to review the investigation and hearing board process. This is called an initial intake meeting.

**Investigation**

- a. The Director of Title IX will inform the responding party in writing and in person of the investigation, including the nature of the investigation.
- b. The Director of Title IX will assign the case to an Investigator to investigate the claims. The Investigator is primarily responsible for investigating the incident(s) as it relates to the

report filed by the reporting party. All Title IX Investigators will be up to date on annual training with regard to non-consensual sexual penetration investigations approved by the Director of Title IX. The Investigator will:

- i. Conduct a fact-finding inquiry or investigation into the complaint, including appropriate interviews and meetings with witnesses named by both the reporting party and responding party.
- ii. Contact parties and witnesses as needed: such as when evidence is disputed or when further information is required.
- iii. Inform the witnesses and other involved individuals of the confidentiality requirements and the prohibition against retaliation.
- iv. Create, gather and maintain investigative documentation, as appropriate.
- v. Disclose appropriate information to others only on a need to know basis, consistent with state and federal law.
- vi. Handle all data in accordance with applicable federal and state privacy laws.

After receiving the report prepared by the Investigator, the Director of Title IX, or designee, will make the final determination as to what policy violation may have occurred, and what disciplinary actions or corrective measures, if any, should be taken. The Director of Title IX, or designee, may take the following actions:

- i. Review the Investigation Report to determine what, if any charges, under the University Title IX policy and/or Guide to Campus Life, will be applied.
- ii. If a violation is alleged to have occurred, assign the case to a Title IX Hearing Board.
- iii. Notify the reporting party and the responding party of the alleged violation(s) and the date, time, and location of the Title IX Hearing Board.
- iv. A Title IX Hearing Board will take place within approximately 10 days of

the reporting party's decision to move forward with a Title IX Hearing Board after the completion of an investigation.

Even if the University is unable to take disciplinary action against the responding party, the University will seek to take any prompt and effective steps to prevent the sexual misconduct from recurring. In addition, information regarding alleged Title IX violations may be shared among University administrators as appropriate and necessary and the University cannot always control confidentiality violations by students or third parties.

### ***Title IX Hearing Board Procedures***

A Title IX Hearing Board consists of a panel of three faculty justices, the investigator, and the Hearing Officer/Chair. The justices are responsible for determining the outcome, or finding, for any charges related to the case, along with appropriate sanctions. The Investigator and Hearing Officer do not have voting rights and are not part of the deliberations. All members of the Title IX Hearing Board receive annual training regarding the University's Title IX policies.

### ***Appeal Procedures***

Both reporting party and responding party will be informed of the outcome of the Title IX Hearing Board's decision after the conclusion of the hearing and deliberations. Either party may appeal the outcome of the board to the Executive Committee within five (5) days of the issuance of the Title IX Hearing Board decision. Appeals are submitted by completing the online appeal form: [https://publicdocs.maxient.com/reportingform.php?HighPointUniv&layout\\_id=8](https://publicdocs.maxient.com/reportingform.php?HighPointUniv&layout_id=8)

The following constitute appropriate grounds for appeal:

(1) newly discovered information has been obtained that was not previously available during the

investigation or Title IX Hearing Board process through the exercise of due diligence and the newly discovered information would materially affect the outcome;

(2) significant procedural irregularity which materially affected the outcome; or

(3) sanctions issued do not fit the offense as provided in the High Point University Student Guide to Campus Life.

[See the High Point University Guide to Campus Life for the current corresponding year for further details.]

### ***Awareness Programs***

Awareness program include programs, campaigns or initiatives that increase audience knowledge of the issues of non-consensual sexual penetration, intimate partner violence, violence and stalking and share information and resources to prevent interpersonal violence, promote safety and reduce violence.

Awareness month campaigns include, "Sexual Assault Awareness Month," "It's On Us" and other informational poster campaigns or resource websites and educational programming that focuses on sharing resources and information about these issues are examples of awareness programs.

### ***Bystander Intervention***

Every member of the High Point University community can play a role in facilitating safe and positive options. If community members look at potentially harmful situations through the lens of a bystander, there are options to intervene to prevent harm or intervene in situations of potential harm when there is a risk of intimate partner violence, non-consensual sexual penetration, or stalking. Everyone has options to intervene when they see something they think could be potentially harmful.

1. Direct: Approach the situation directly. Say, “what’s going on?” or, “where are you going?”
2. Delegate: Contact the Resident Assistant or campus security. Or, find their friend to intervene.
3. Distract: Do something to take attention away from the situation. Say, “security is coming,” or, do something silly to distract.

Remember, you have options. If we all take one small action, we can create an environment that is intolerant of harmful behavior.

### Programs to Prevent Non-Consensual Sexual Penetration, Sexual Misconduct, Non-Consensual Sexual Contact, Intimate Partner Violence, Sexual Harassment and Stalking

Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end intimate partner violence, non-consensual sexual penetration and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, non-consensual sexual penetration, non-consensual sexual contact, sexual harassment and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees. To request a program related to prevention, please contact the Prevention Specialist at 336-841-9615 or Deputy Title IX at 336-841-9309 or 336-841-9141 or send an email to: [studentlife@highpoint.edu](mailto:studentlife@highpoint.edu).

## Risk Reduction

Every student at High Point University should expect to be treated with respect in your relationships. HPU is committed to the safety and welfare of all students. When such relationships are no longer healthy or become violent or demeaning, we want every student to call for assistance and support. We encourage our entire community to be an active bystander. When you see something, say or do something. At HPU, we want to have a community that is safe and one where all students are encouraged to look out for the wellbeing of their fellow students.

## Ways to Reduce the Risk of Violence

The goal of these risk reduction strategies is to raise the awareness that sexual misconduct and gender based violence happens at High Point University. While preventing sexual violence often involves grappling with the norms and cultural expectations of today’s society, there are ways that an individual can lessen the likelihood of being assaulted or being implicated in a non-consensual sexual penetration event. As you are reading these risk reduction strategies, please remember that if someone is assaulted, it is **never** their fault.

*In social situations:*

- **Be an active bystander:** direct, delegate, or distract when you see something potential harmful. (see Bystander Intervention section).
- Get clear, unambiguous **consent** for every aspect of sexual activity.
- If someone says no or looks uncomfortable, stop what is happening.
- **Ask for clarification** if there are mixed messages.
- **Communicate** boundaries and expectations.
- **Trust your instincts.** If you feel unsafe, uncomfortable, or worried for any reason, don’t ignore these feelings. Go with your gut and get out of the situation.
- **Have a backup plan.** Sometimes plans change quickly. You might realize it’s not safe for you to drive home, or the group you arrived with might decide to go somewhere you don’t feel

comfortable. Download a rideshare app, like Uber, or keep the number for a reliable cab company saved in your phone and cash on hand in case you decide to leave.

*When alcohol is involved:*

- **Keep an eye on your friends.** If you are going out in a group, plan to arrive together and leave together. If you decide to leave early, let your friends know. If you're at a party, check in with them during the night to see how they're doing. If something doesn't look right, step in. Don't be afraid to let a friend know if something is making you uncomfortable or if you are worried about their safety.
- **Know what you're drinking.** Don't recognize an ingredient? Use your phone to look it up. Consider avoiding large-batch drinks like punches or "jungle juice" that may have a deceptively high alcohol content. There is no way to know exactly what was used to create these drinks.
- **Don't leave a drink unattended.** That includes when you use the bathroom, go dancing, or leave to make a phone call. Either take the drink with you or throw it out. Avoid using the same cup to refill your drink.
- **Don't accept drinks from people you don't know or trust.** This can be challenging in some settings, like a party or a date. If you choose to accept a drink from someone you've just met, try to go with the person to the bar to order it, watch it being poured, and carry it yourself.
- **Check in with yourself.** You might have heard the expression "know your limits." Whether you drink regularly or not, check in with yourself periodically to register how you feel.
- **Be aware of sudden changes in the way your body feels.** Do you feel more intoxicated than you should? Some drugs are odorless, colorless and/or tasteless, and can be added to your drink without you noticing. If you feel uncomfortable, tell a friend and have them take you to a safe place. If you suspect you or a friend has been drugged, call 911, and be upfront with healthcare professionals so they can administer the right tests.

■ **Ask yourself, "Would I do this if I was sober?"**

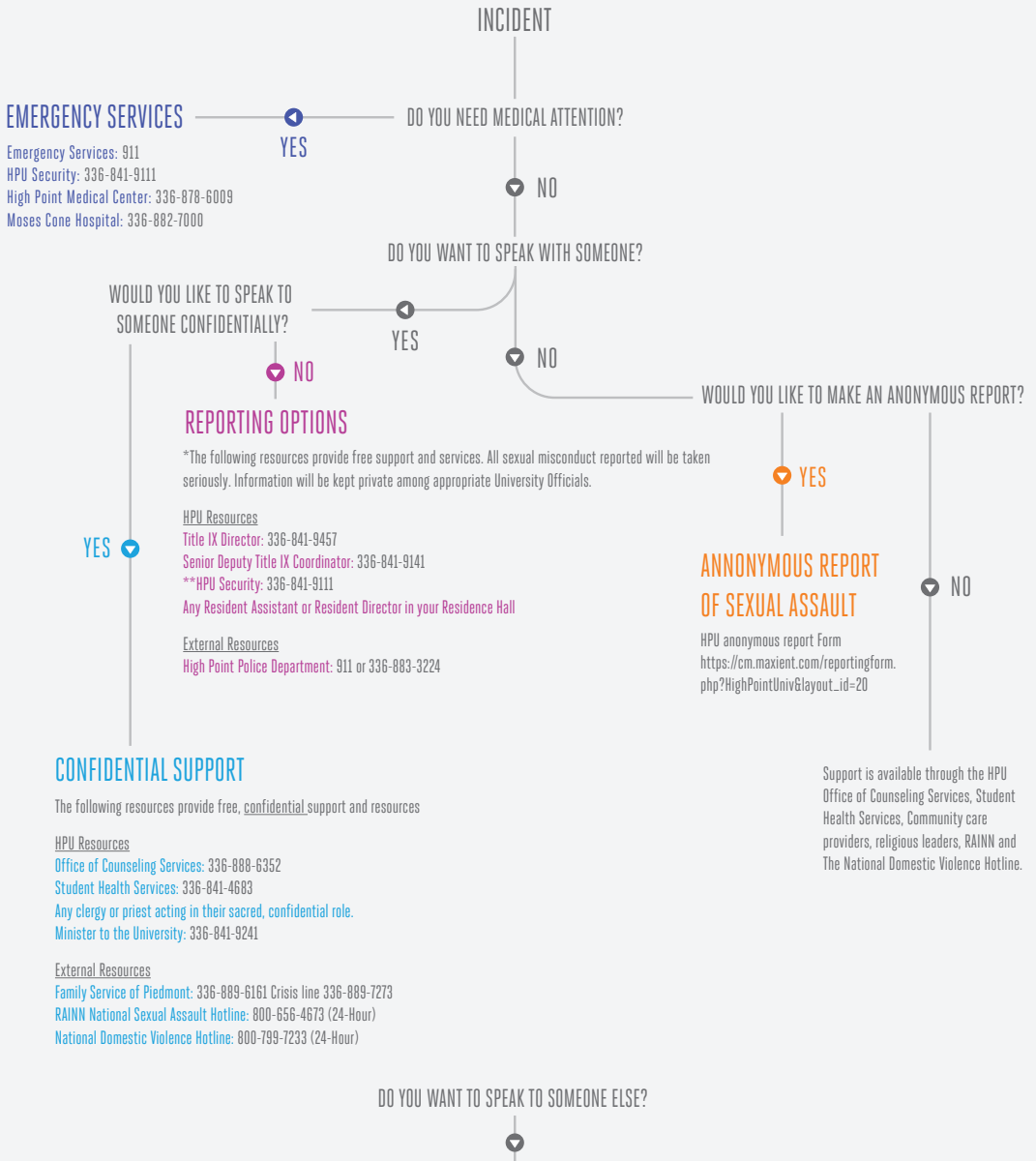
Alcohol can have an effect on your overall judgment. You wouldn't drive, make medical decisions, or ride a bike while intoxicated.

Like any safety tips, these are not foolproof or a guarantee, but High Point University encourages you to consider using one or many of them in social situations.

If you want to learn more, or have questions about more ways to reduce risk in our community, contact the Deputy Title IX at 336-841-9309 or 336-841-9141 or the Prevention Specialist at 336-841-9615.

# HPU Support & Reporting Options

## For Students Impacted by Sexual or Intimate Partner Violence



### EMERGENCY SERVICES

Emergency Services: 911  
 HPU Security: 336-841-9111  
 High Point Medical Center: 336-878-6009  
 Moses Cone Hospital: 336-882-7000

### REPORTING OPTIONS

\*The following resources provide free support and services. All sexual misconduct reported will be taken seriously. Information will be kept private among appropriate University Officials.

HPU Resources  
 Title IX Director: 336-841-9457  
 Senior Deputy Title IX Coordinator: 336-841-9141  
 \*\*HPU Security: 336-841-9111  
 Any Resident Assistant or Resident Director in your Residence Hall

External Resources  
 High Point Police Department: 911 or 336-883-3224

### ANONYMOUS REPORT OF SEXUAL ASSAULT

HPU anonymous report Form  
[https://cm.maxient.com/reportingform.php?HighPointUniv&layout\\_id=20](https://cm.maxient.com/reportingform.php?HighPointUniv&layout_id=20)

### CONFIDENTIAL SUPPORT

The following resources provide free, confidential support and resources

HPU Resources  
 Office of Counseling Services: 336-888-6352  
 Student Health Services: 336-841-4683  
 Any clergy or priest acting in their sacred, confidential role.  
 Minister to the University: 336-841-9241

External Resources  
 Family Service of Piedmont: 336-889-6161 Crisis line 336-889-7273  
 RAINN National Sexual Assault Hotline: 800-656-4673 (24-Hour)  
 National Domestic Violence Hotline: 800-799-7233 (24-Hour)

You can speak with someone at anytime. You can work with the hospital for anonymous evidence collection now for reporting later if you choose to. Remember to protect possible evidence by not showering and keeping all garments and bedding intact should you wish to contact Law enforcement. Reporting is always your choice. Choosing one route does not exclude other options. You should pursue whatever routes will be most helpful to your recovery. We are here for you. You are not alone. We are here to help.

\*\*HPU Security personnel and Resident Assistants are mandatory reporters and must contact the Title IX Director when notified of an incident.