

**Office of Student Conduct** (not confidential):

004 Patterson Hall

Slippery Rock University

Slippery Rock, PA 16057

Phone: 724-738-4985

Student Conduct referral: [https://sru-advocate.symplicity.com/public\\_report](https://sru-advocate.symplicity.com/public_report) (Conduct referrals are checked during normal university business hours; in an emergency contact University Police 24/7 at 724-738-3333)

**Title IX Coordinator** (not confidential):

008 Old Main

Holly McCoy, JD

Assistant Vice President

Diversity and Compliance

[holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Phone: 724-738-2650

All university employees (including faculty and staff) with the exception of Student Health Services staff, Student Counseling Services faculty, who become aware of an incident of sexual harassment or sexual misconduct are required to notify the Title IX Coordinator, who will initiate a campus investigation into the matter. The University is required to report incidents of sexual misconduct or sexual assault that constitute a violent felony under Pennsylvania law (18 Pa. C.S. § 3124.1), to the Slippery Rock University Police Department.

**All members of the Slippery Rock University of Pennsylvania community are encouraged to promptly report any information they have pertaining to gender-based discrimination, sexual harassment or sexual misconduct offenses against any member of the University community, guests and visitors so that the matter may be addressed in a timely manner.**

## Policy

It is the policy of Slippery Rock University of Pennsylvania to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting claims of sex discrimination. Sexual misconduct as defined in this policy is a form of sex discrimination prohibited by Title IX.

The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

This policy applies to all on campus and off-campus conduct that is likely to have a substantial adverse effect on any member of the University community. There is no time limit for reporting allegations of sexual misconduct, however, the University strongly encourages the prompt reporting of sexual misconduct to allow the University to respond promptly and effectively. If the reported

Respondent is not a member of the University community or is no longer associated with the University at the time of the report or at the time a resolution process is initiated, the University may be unable to investigate or take disciplinary action and may be required to dismiss the Formal Complaint for a lack of jurisdiction.

## **Sexual Misconduct Definitions**

Sexual Misconduct Definitions come from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

**1. Dating Violence** – (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act) includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; 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 relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.

Dating Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Dating Violence will be categorized as Non-Regulatory.

**2. Domestic Violence** – (as defined in the VAWA amendments to the Clery Act), includes any 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 Pennsylvania's domestic or family violence laws 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 Pennsylvania.

Domestic Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Domestic Violence will be categorized as Non-Regulatory.

**3. Retaliation** – Any action, directly or through others, which is aimed to deter a reasonable person from reporting sexual misconduct or participating in an investigation or hearing or action that is done in response to such activities. This includes but is not limited to intimidation, threats, coercion, or discrimination against any individual (A) for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations; or (B) because the individual has made a report or complaint, testified, assisted, or participated or refused

to participate in any manner in an investigation, proceeding or hearing under this Policy. A finding of retaliation under this Policy is not dependent on a finding that the underlying sexual misconduct occurred.

**4. Sexual Assault** – (As defined in the Clery Act) – This includes any sexual act directed against another person, without the Consent of the Complainant, including instances where the Complainant is incapable of giving Consent. Sexual Assault may be one of the following categories:

Sexual Penetration Without Consent – Any penetration of the mouth, sex organs, or anus of another person, however slight by an object or any part of the body, when Consent is not present. This includes performing oral sex on another person when Consent is not present.

Sexual Contact Without Consent – Knowingly touching or fondling a person’s genitals, breasts, buttocks, or anus, or knowingly touching a person with one’s own genitals or breasts, when Consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when Consent is not present, to similarly touch or fondle oneself or someone else.

Statutory Sexual Assault – The age of consent for sexual activity in Pennsylvania is 16. Minors under the age of 13 cannot consent to sexual activity. Minors aged 13-15 years old cannot consent to sexual activity with anyone who is 4 or more years older than they are at the time of the activity. Minors aged 16 years of age or older can legally consent to sexual activity, as long as the other person does not have authority over them as defined in Pennsylvania’s institutional sexual assault statute<sup>11</sup>.

Sexual Assault is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Sexual Assault will be categorized as Non-Regulatory.

**5. Sexual Exploitation** – Engaging in sexual behaviors directed toward or involving another person or use of another person’s sexuality for purposes of sexual gratification, financial gain, personal gain or personal advantage when Consent is not present. This includes, but is not limited to, the following actions, including when they are done via electronic means, methods or devices:

Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s Consent;

Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;

Recording or distributing information, images or recordings of any person engaged in sexual or intimate activity in a private space without that person’s Consent;

Prostituting another individual; or

Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and

Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

Regulatory Prohibited Conduct – For purposes of this Policy, the term includes the defined violations of Regulatory Quid Pro Quo, Regulatory or Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory or Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking.

**6. Regulatory Quid Pro Quo Sexual Harassment** – An Employee conditioning the provision of aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct.

**7. Non-Regulatory Quid Pro Quo Sexual Harassment** – An Official, Volunteer or Student conditioning the provision of aid, benefit or service of the University on the individual's participation in unwelcome sexual conduct.

**8. Regulatory Hostile Environment Sexual Harassment** Unwelcome conduct, on the basis of sex, that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity.;

**9. Non-Regulatory Hostile Environment Sexual Harassment** – Unwelcome conduct, on the basis of sex, that a reasonable person would determine is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from any educational, employment, social or residential program in offered connection with the University.

**10. Stalking** – (as defined in the VAWA amendments to the Clery Act) means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

fear for their safety or the safety of others; or

suffer substantial emotional distress.

A course of conduct is when a person engages in two or more acts that include, but are not limited to, acts in which the person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person in a prohibited way, or interferes with a person's property.

Stalking includes the concept of cyberstalking, in which electronic media such as the Internet, social networks, blogs, cell phones, texts, email or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Stalking is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an

Education Program or Activity at the time of the filing of the complaint. Otherwise, Stalking will be categorized as Non-Regulatory.

## **OTHER DEFINITIONS**

Other Definitions come from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

1. **Advisor** – An individual who may be present to provide support to a Party throughout an investigation and/or hearing.
  - A. Advisors may accompany a Party to any meeting or hearing they are required or eligible to attend, but may not speak for the Party, except for the purposes of cross-examination.
  - B. Each party is responsible for coordinating and scheduling with their choice of Advisor.
  - C. The Advisor may be an attorney or a union representative when applicable.
  - D. If a party does not have an Advisor of choice present for a hearing, the University will appoint an Advisor for the limited purposes of conducting cross-examination.
  - E. If a Party does not attend the hearing, the Party's Advisor may appear and conduct cross-examination on the Party's behalf.
  - F. If neither a Party nor their Advisor appear at the hearing, the University will provide an Advisor to appear on behalf of the non-appearing Party for the limited purposes of conducting cross-examination.
  - G. The Advisor is not prohibited from having a conflict of interest or bias in favor of or against a Party, nor is the Advisor prohibited from being a Witness in the Sexual Misconduct Resolution Process.
2. **Appeals Officer** – The individual or individuals with the authority under law or otherwise appointed by the University to decide appeals. The Appeals Officer will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, Advisor to any Party or a Decision Maker in the same matter.
3. **Complainant** – An individual who has reported being or is alleged to be subjected to conduct that could constitute covered sexual misconduct as defined under this Policy.
4. **Consent** – A knowing and voluntary agreement to engage in specific sexual activity at the time of the activity communicated through clear actions and/or words that are mutually understood. In order to be valid, Consent must be active, present and ongoing. Consent is not present when it is the result of coercion, intimidation, force, or threat of harm. Consent is not present when an individual is incapacitated due to alcohol, drugs, or sleep, or otherwise without capacity to provide Consent due to intellectual or other disability or other condition. Consent can be withdrawn at any time and consent to one form of sexual activity is not necessarily consent to other forms of sexual activity.

When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact each individual differently. Determining whether an individual is incapacitated requires an individualized determination. When determining whether a person has the capacity to provide Consent, the University will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity.

When determining whether Consent has been provided, all the circumstances of the relationship between the parties will be considered.

**5. Decision Maker** – The individual or individuals appointed by the University to render a decision on a Formal Complaint that goes to a hearing. The Decision Maker(s) will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, an Advisor to any Party or Appeals Officer in the same matter.

**6. Disciplinary Sanction** – The penalty imposed on an individual for violating this Policy. For Students, Disciplinary Sanctions are subject to applicable University/System policies, up to and including expulsion from the University.

**7. Education Program or Activity** – For purposes of this Policy, the term “Education Program or Activity” includes any activity that occurs in, on or within:

Any on-campus premises;

Any off-campus premises the University has substantial control over. This includes buildings or property owned or controlled by a recognized student organization or a recognized affiliated entity.

Computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of the University’s programs and activities over which the University has substantial control.

**8. Employee** – An individual who is employed by the State System (either at a State System University or in the Office of the Chancellor) including, but not limited to, faculty members, coaches, staff, managers and student employees.

**9. Final Rule** – The Final Rule issued on May 19, 2020 by the U.S. Department of Education under Title IX of the Education Amendments of 1972

**10. Formal Complaint** – means a document, including an electronic submission, filed by a Complainant with a signature or other indication that the Complainant is the person filing the Formal Complaint, or signed by the Title IX Coordinator, alleging sexual misconduct against a Respondent and requesting initiation of the process set forth in this Policy to investigate the allegation of sexual misconduct.

- 11. Hearing Officer** – A University employee or graduate student who is trained and authorized to weigh the information presented in a conduct meeting or University hearing to determine an appropriate outcome.
- 12. Investigator** – The Title IX Coordinator or the individual designated by the Title IX Coordinator to perform an investigation under this Policy. The Investigator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Investigator may not serve as a Decision Maker, Appeals Officer or Advisor to any Party in the same matter.
- 13. Notice of Allegations** – The written notice the Title IX Coordinator or designee is required to provide to the Parties following receipt of a Formal Complaint. See Notice of Allegations section below.
- 14. Notice of Hearing** – The written notice the Title IX Coordinator or designee or Director of Student Conduct is required to provide the Parties prior to the hearing. See Notice of Hearing section below.
- 15. Official** – A member of a Council of Trustees or of the Board of Governors or their respective designees.
- 16. Parties or Party** – A term that refers to the Complainant and the Respondent collectively or the Complainant or Respondent individually.
- 17. Respondent** – Any individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct as defined under this Policy.
- 18. Student** – Any person: (1) seeking admission to the University through the formal University application process; (2) admitted to the University, (3) eligible to register or schedule for classes, or (4) living in University residence halls even though they are not enrolled at the University. The term “Student” shall include Employees, Volunteers and Officials where the Employee, Volunteer or Official otherwise meets the enrollment criteria set forth in this definition.
- 19. Supportive Measures** – Non-disciplinary and non-punitive individualized services designed to restore or preserve access to the University’s Education Programs or Activities without unduly burdening the other Party. Supportive Measures will be offered, as appropriate, to the Complainant or the Respondent, regardless of whether a Formal Complaint is filed. Supportive Measures may include, but are not 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), changes in work or housing locations, leaves of absence, and increased security and monitoring of certain areas of the campus.
- 20. Title IX Coordinator** – The individual designated by the University, with assistance of the Deputy Title IX Coordinators, to coordinate the University’s compliance with Title IX and VAWA and to

respond to reports of alleged violations. The Title IX Coordinator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Title IX Coordinator may serve as the Investigator for Formal Complaints against Respondents who are Employees. The Title IX Coordinator may not serve as a Decision Maker or Appeals Officer.

**21. Volunteer** – A recognized volunteer or any individual who represents or acts on behalf of the university or whose actions may bind the university, regardless of whether the individual receives monetary or other compensation. For purposes of this Policy, employees and officials of recognized affiliated entities, ROTC instructors, visiting professors and unpaid camps and conference personnel will be considered volunteers.

**22. Witness** – A person who has knowledge related to specific aspects of a case and may have reported such aspects to the institution.

### **Statement on Privacy and Confidentiality**

The Statement on Privacy and Confidentiality comes from The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Statement on Privacy and Confidentiality:**

The University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. Every effort will be made to protect the privacy interests of all individuals involved. Privacy, confidentiality and privilege have distinct meanings under this Policy.

Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals, including individuals who “need to know” in order to assist in the review, investigation, or resolution of the report or to deliver resources or support services. While not bound by confidentiality or privilege, these individuals will be discreet and respect the privacy of all individuals involved in the process. All participants in an investigation of sexual misconduct under this Policy, including Advisors and Witnesses, will be informed that privacy helps enhance the integrity of the investigation and protect the privacy interests of the parties, however, nothing in this Policy is intended to impose restraints on a party’s ability to discuss the allegations under investigation or to gather and present evidence as part of the resolution process.

Certain individuals are designated as having confidentiality. For reports made to employees designated with having confidentiality, the University will respect the reporting party’s expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. For example, reports involving minors are subject to mandatory reporting requirements. Individuals designated as having confidentiality are required to report the nature, date, time and general location of an incident to the Title IX coordinator. Individuals designated as having confidentiality will not



share other information with the Title IX Coordinator or any other employee of the University without the express permission of the disclosing party. Individuals designated as having confidentiality can provide information about the University and off-campus resources, support services and other options. As noted above, because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential resource does not constitute a report or Formal Complaint to the University and will not result in a response or intervention by the University. A person consulting with a confidential resource may decide to make a report to the University and/or law enforcement. Confidential Resources listed below.

Communication with certain individuals may be privileged by operation of law and reports made to these individuals will not be shared with the University Title IX Coordinator or law enforcement except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or as otherwise required by law.

All University proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX of the Education Amendments of 1972 ("Title IX"), Violence Against Women Act (VAWA), state and local law, and University policy. No information will be released from such proceedings, except as required or permitted by law and University policy.

The University may share non-identifying information about reports received in aggregate form, including data about outcomes and Disciplinary Sanctions.

### **Reports to the Title IX Coordinator**

Reports to the Title IX Coordinator section comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Reports to the Title IX Coordinator:**

Any person may report sex discrimination, including sexual misconduct (whether or not the person reporting is the person alleged to be the person subjected to conduct that could constitute sex discrimination or sexual misconduct), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Contact Information for the Title IX Coordinator:

**Title IX Coordinator** (not confidential):

Name: Holly McCoy, JD

Title: Title IX Coordinator/ Assistant Vice President, Diversity and Compliance

Office Address: 008 Old Main

Email Address: [holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Telephone Number: 724-738-2650

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator.

The University's Title IX Coordinator is trained to work with individuals who report sexual misconduct and have knowledge about resources and services, both on and off campus, including the availability of Supportive Measures.

If a report of misconduct discloses a serious or immediate threat to the campus community, the University will issue a timely warning to the community to protect the health or safety of the community. The timely warning will not include any identifying information about the Complainant.

**PLEASE NOTE:** Title IX Coordinators are not a confidential source of support. While they will address matters reported with sensitivity and will keep your information as private as possible, confidentiality cannot be guaranteed. To speak with an individual or individuals designated as having confidentiality, please contact the Confidential Resources listed in the Resources below.

**PLEASE ALSO NOTE:** Making a report is different from filing a Formal Complaint (see the section titled **Filing a Formal Complaint**). A report is defined as notification of an incident of sexual misconduct to the Title IX Coordinator or designee, by any person. A report may be accompanied by a request for (1) Supportive Measures; (2) no further action; (3) filing a Formal Complaint to request to initiate an informal resolution process; and/or (4) a request to initiate an informal resolution process after filing a Formal Complaint. Filing a Formal Complaint initiates the University's formal investigation/disciplinary process. (See **Sexual Misconduct Resolution Process**).

### **Electronic and Anonymous Reporting**

You may also file a report about sexual misconduct using the appropriate links below. While anonymous reports are accepted, the University's ability to address misconduct reported anonymously is significantly limited.

Individuals may use this CARE referral link (not confidential)

[https://sru-advocate.symplicity.com/care\\_report/index.php/pid818240?](https://sru-advocate.symplicity.com/care_report/index.php/pid818240?) to electronically file a report of sexual misconduct with the University. You may also file a report anonymously utilizing this link.

Individuals may also file a report of sexual misconduct electronically by email to Holly McCoy, Title IX Coordinator (not confidential) at [holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu).

### **1. To Report Confidentially**

If one desires that details of the incident be kept confidential, he or she should speak with on-campus mental health counselors, campus health service providers or off-campus rape crisis resources who can maintain confidentiality. Campus counselors are available to help free of charge and can be seen on an emergency basis. Confidential reports may also be made to Student Health Services. Although a legally recognized privilege may not attach to these roles, the University respects the reporter's expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. Individuals authorized to have confidentiality are required to report the nature, date, time, and general location of an allegation of sexual misconduct to the Title IX Coordinator. Unless the complainant consents to the release of his/her name, the individuals authorized with confidentiality will not release the complainant's personally identifiable information to the Title IX Coordinator. Confidentiality does not apply when the complainant is a minor (under the age of 18).

### **2. Non-Confidential Reporting Options**

Complainants are encouraged to speak to officials of the University to make formal reports of incidents (Title IX Investigators, deans, vice presidents or other administrators with supervisory responsibilities, campus police, human resources, etc.). The University considers these people to be "responsible employees." **Notice to them is official notice to the University. Therefore, when these individuals receive a complaint, they are required to act and cannot keep the matter confidential in the same manner as the individuals listed in section V.A.**

Complainants have the right and can expect to have incidents of sexual misconduct investigated by the University when reported, and to have those incidents addressed through administrative procedures. When a complaint is reported, only people who need to know will be told, and information will be shared only as necessary with investigators, witnesses and the respondent.

### **3. Third-Party Reports**

In cases where the sexual misconduct is reported to the Title IX Coordinator by a third party, that is someone other than the alleged victim, (e.g., faculty member, Residence Life staff member, advisor, dean, student, etc.) an information gathering investigation will be conducted concerning the allegations. Initially, all efforts will be made to meet with the reporter to discuss options and resources available through the University and community. At a minimum, all reporters of sexual misconduct will receive a list of university and community resources.

### **4. Federal Statistical Reporting Obligations (Clery Act)**

Certain campus officials have a duty to report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on- or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Individuals' names or other identifying information are never included in the Security Report.

Mandated federal reporters include: student conduct, student affairs, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the complainant and may be done anonymously.

#### **5. Federal Timely Warning Reporting Obligations**

Complainants of sexual misconduct also should be aware that University administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are the same as detailed at the end of the paragraph above ("Federal Statistical Reporting Obligations"). Campus security information is provided to members of the Slippery Rock University community through the webpage. When it has been determined that a crime creates a threat of continuing danger to the campus community, a crime alert will be posted throughout the campus, and an e-mail will be sent to the campus community. University Public Relations will be responsible for issuing the timely warnings.

#### **Retaliation Prohibited**

Every person who alleges a violation of the Sexual and Gender Based Misconduct Procedures, or who reports such a violation, or who assists Slippery Rock University in the investigation of a complaint under this policy is protected against retaliatory actions. Retaliation against any such person may result in disciplinary action up to and including termination from employment or expulsion from Slippery Rock University.

Retaliation against any person who is the complainant of sexual misconduct is prohibited as well. No retaliatory action is to be taken against any person seeking advice, filing a complaint or serving as a witness or otherwise cooperating in an investigation of harassment or discrimination.

#### **Sexual Misconduct Resolution Process**

Sexual Misconduct Resolution Process comes from the SRU Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

#### **Sexual Misconduct Resolution Process:**