

- The right to understanding the importance of obtaining and preserving forensic and other evidence.
- The right to report or not report the alleged incident to the University, law enforcement or both, including information about the Complainant's right to privacy and which reporting methods are confidential.
- The right to request and receive assistance from campus authorities in notifying law enforcement.
- The right to request and receive assistance in obtaining and enforcing a campus-issued order of protection or no contact order.
- The right to speak to and receive assistance from on- and off-campus Confidential Resources and other organizations that provide support and services to Complainants.
- The right to assistance from the University in accessing and navigating campus and local health and mental health services, counseling and advocacy services.
- The right to Supportive Measures with or without the filing of a formal complaint and that the University will consider the Complainant's wishes with respect to available supportive measures including without limitation changes to academic, living, dining, working and transportation situations.
- The right to request a Formal or Informal Resolution Process if cause is found to proceed under this Policy and a summary of the appropriate complaint resolution procedures.
- The right to receive contact information for all the people and organizations listed herein.
- The right to request an end to the process except as set forth in this Policy.

## CAMPUS AND LOCAL RESOURCES

**Title IX Coordinator & Affirmative Action Officer**  
 Chelsea Givens  
[cggivens@usi.edu](mailto:cggivens@usi.edu)  
 812-464-1703

## ON-CAMPUS RESOURCES

### Student Resources

Health Center (confidential) 812-465-1250  
 Counseling and Psychological Services (confidential) 812-464-1867  
 Dean of Students (not confidential) 812-464-1862  
 International Student Services (not confidential) 812-465-1248  
 Housing and Residence Life (not confidential) 812-468-2000

### Employee Resources

Human Resources (HR) (not confidential) 812-464-1815  
 Deaconess Concern Employee Assistance Program (EAP) 812-471-4611 or 1-800-874-7104  
 Annual Security and Fire Safety Report  
<https://www.usi.edu/public-safety/annual-security-and-fire-safety-report/>

## OFF-CAMPUS RESOURCES

Albion Fellows Bacon Center (confidential) 800-339-7752  
 YMCA Evansville (confidential) 812-422-1191 or 866-367-9922  
 Holly's House (confidential) 812-437-7233  
 Lampion Center (confidential) 812-471-1776  
 Southwestern Behavioral Healthcare (confidential) 812-423-7791

### Medical Assistance (closest to campus)

Deaconess Midtown Hospital (SANE) 812-450-5000  
 SANE stands for Sexual Assault Nurse Examiners. This hospital works closely with the Evansville SANE program. They are a confidential resource.

### Police Information

USI Campus Public Safety  
 Emergency line 812-492-7777  
 Non-emergency 812-464-1845  
 Vanderburgh County Sheriff's Office  
 Non-emergency 812-421-6201

## VICTIM SERVICES

USI partners with local service agencies to provide support for those affected by sexual and relationship violence. The purpose of this partnership is to provide options for those affected with crisis counseling, medical resources and legal support. This allows victims the opportunity to gather information, solidify their support system and explore options for those who may wish to move forward with criminal or civil process.

### Victims of Sexual Assault, Stalking, Domestic Violence or Dating Violence should:

- Consider seeking medical attention as soon as possible at a local emergency department after an incident of sexual assault, dating violence or domestic violence. If the victims of sexual assault do not opt for forensic evidence collection, healthcare providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.
- Preserve evidence that may assist investigators during the course of a criminal investigation prove that the criminal offense occurred or is occurring. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours. The evidence may be helpful in obtaining a protection order.
- Save text messages, instant messages, social networking pages, other communications as evidence; and keep pictures, logs or copies of documents if they have any that could be useful to University adjudicators/investigators or local police.



# Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking

## Know Your Rights

USI is committed to maintaining a safe and welcoming environment that is free of sexual harassment, including rape, fondling, dating and domestic violence, stalking and retaliation.

Title IX of the Education Amendments of 1972 ("Title IX") is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. Sexual harassment, sexual violence, such as rape, sexual assault, stalking, dating or relationship violence, or retaliation are violations of Title IX and will not be tolerated at the University.

This brochure includes some things you should know about your rights.

Additional information regarding University policies and procedures related to Sexual Harassment or Equal Opportunity and Non-Discrimination can be found online at:  
<https://www.usi.edu/institutional-equity/>

## INQUIRIES CONCERNING THE APPLICATION OF THESE POLICIES

Inquiries may be referred to the Title IX Coordinator or to the Office of Civil Rights (OCR), United States Department of Education.

### For further information about OCR, visit:

<https://www2.ed.gov/about/offices/list/ocr/index.html> for the address and phone number of the U.S. Department of Education office that serves your area, or call 800-421-3481.

### Reporting Incidents of Sexual Misconduct/ Harassment

Victims of sexual misconduct are encouraged to report crimes to the Department of Public Safety, 812-492-7777; Vanderburgh Sheriff's Office 812-421-6201; 911; and/or the Title IX Coordinator, 812-464-1703.

Report online at: <https://www.usi.edu/institutional-equity/>

## USI'S RESPONSE TO REPORTS OF SEXUAL VIOLENCE

Upon receipt of a report, the Title IX Coordinator, or designee, will promptly contact the Complainant and provide information on the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, the ability to receive supportive measures with or without filing a report and information about the process for filing a formal complaint.

Requests for confidentiality or use of anonymous reporting may limit the University's ability to investigate a matter. In limited circumstances, the Title IX Coordinator may choose to sign a formal complaint, initiating a grievance procedure. In those cases, the Complainant will not be required to participate in any University grievance proceeding.

- You have the right to choose to report an incident of sexual violence to University officials and/or local law enforcement. A criminal investigation does not relieve USI of its duty under Title IX to respond promptly and effectively to a complaint of sexual harassment

or sexual violence. Public Safety will assist complainants in facilitating a report to the police, should they choose to do so.

- USI has published policies and procedures prohibiting sexual harassment and for reporting complaints of sex discrimination, including sexual violence.

### Supportive Measures

Upon receipt of a complaint or a report of a violation of this Policy, the University will provide reasonable and appropriate supportive measures to all parties. Supportive measures include counseling, extension of deadlines or other course-related adjustments, modification of work or class schedules, campus escort services, mutual orders of no contact, changes in work or housing locations, leaves of absences, increased security and monitoring of certain area.

The University will maintain the privacy of any supportive measures provided under the Sexual Harassment Policy to the extent practicable and will promptly address any reports of retaliation or violations of mutual no contact orders. The University has the discretion to impose and/or modify any supportive measure based on all available information.

### USI Prohibits Retaliation

Retaliation against someone who files a complaint or who participates in an investigation is strictly prohibited by University policy and by law.

You have the right to report any retaliation by University employees, respondent and/or other students. The University will take strong responsive action if retaliation occurs.

### Confidential Support Services

- Some people, such as counselors or victim advocates, can talk with you in confidence without triggering a report or an investigation. Specifically, you can contact any of the on- or off-campus confidential resources listed in this brochure to discuss an incident of sexual harassment in confidence.
- Even if you do not seek out a confidential resource or ask for privacy, the University will only disclose information to individuals who are

responsible for handling the response to sexual harassment.

- You have the right to talk with University officials about protecting your safety and privacy.
- The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Rave Alert or communication is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information will be withheld.

### Fair and Impartial Resolution Procedure

- The right for Complainants and Respondents to be treated equitably by the University which includes providing remedies to a Complainant where a determination of responsibility for Prohibited Conduct has been made against the Respondent, and by following a grievance process that complies with this policy.
- The right to a fair, impartial, proceeding that begins promptly and is completed within reasonably prompt timeframes.
- The right to a resolution process that is consistent with the University's policies, transparent to the Complainant and Respondent, and in which the burden of proof and of gathering evidence rests with the University and not the Parties.
- The right to an Advisor/support person of the Party's choosing during the grievance process. If a Party does not have an Advisor/support person present, the University will provide without fee or charge, an Advisor/support person of the University's choice.
- The right to reasonable accommodations during any hearing, such as not being in the same room as the other Party.
- The right to an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations will not be based on a person's status as a Complainant, Respondent or witness.

- The right to a determination regarding responsibility made at the conclusion of the resolution process and that the University makes no prior presumption of responsibility regarding the Respondent prior to a finding.
- The right not to be retaliated against for filing a Complaint and/or for participating in an Informal or Formal Resolution Process.

## RESPONSIBLE EMPLOYEE

The University has classified Responsible Employees as any employee who is not a Confidential Employee. Responsible Employees include, but are not limited to, faculty and staff, those with supervisory responsibilities, advisors to student organizations, Public Safety officers and staff, the Dean of Students Office, those in USI Housing and Residence Life including resident assistants, Athletics staff and all employees serving as Campus Security Authorities (CSAs) when any disclosures to them are made in their capacity as an employee. Additionally, assigned deputies from the Sheriff's office are also considered Responsible Employees.

Responsible Employees must immediately report to Institutional Equity all relevant details about an incident of sexual harassment that involves any community member. These details include the names of the Complainant and Respondent, witnesses, dates, times and locations of the incident. All reports involving sexual harassment, sexual assault, domestic violence, dating violence and stalking made to Responsible Employees will be referred to the Title IX Coordinator so that Supportive Measures may be offered, and rights and options can be explained.

**If you believe that you are victim of sexual harassment, including sexual harassment, sexual assault, stalking, dating violence or rape at USI, know that you have the following rights:**

- The right to assistance from the University in accessing and navigating campus and local health and mental health services, counseling, legal assistance, visa and immigration assistance, student financial aid and other advocacy resources.