SEXUAL OR GENDER-BASED VIOLENCE AND HARASSMENT

WHAT YOU NEED TO KNOW
If you have experienced sexual or gender-based violence or harassment, there are multiple channels for obtaining information, assistance, and support to ensure your health and safety, both physical and emotional.

There are also a number of ways to report the incident, should you desire to do so. This resource is intended to provide an overview of your options. Detailed information can be found on the Emory Sexual Misconduct Resources page.

The term “sexual or gender-based violence” is used here as an umbrella term to refer to all prohibited conduct as defined in Emory University’s Equal Opportunity and Discriminatory Harassment Policy 1.3 and Sexual Misconduct Policy 8.2.

Prohibited conduct includes sexual assault (including nonconsensual sexual contact or nonconsensual sexual intercourse, or attempts to commit either), sexual exploitation, dating violence, domestic violence, intimate partner violence, stalking, gender-based harassment, and retaliation against any person for making a good faith report of prohibited conduct or for participating in any proceedings under these policies.

Detailed definitions of these and other key terms, including “affirmative consent” and “incapacitation” are set forth in the policies.
IMMEDIATELY AFTER THE INCIDENT
It can be difficult to figure out what steps to take right away, but here are options for help immediately after an incident of sexual or gender-based violence and harassment, including sexual assault.

1 **SEEK MEDICAL ATTENTION.**

You are strongly encouraged to seek medical attention.

**Atlanta campus** students can visit the DeKalb Medical Center Emergency Department, where the hospital has personnel specially trained to conduct medical examinations for sexual assaults, or visit the Emory University Hospital Emergency Department at University Hospital.

For **Oxford students** needing emergency medical assistance, call 911 or go to Hillandale Medical Center Emergency Department.

For Atlanta campus students needing **nonemergency medical treatment**, call Emory University Student Health Services (EUSHS); for Oxford students, call Oxford Student Health Services (SHS).

### ATLANTA CAMPUS

- DeKalb Medical Center Emergency Department | 404.501.1000
- Emory University Hospital Emergency Department | 404.712.2000
- Emory University Student Health Services | 404.727.7551 ext. 1

**Student Intervention Services (SIS) Team**

404.430.1120 | sisteam@emory.edu

### OXFORD CAMPUS

- Hillandale Medical Center Emergency Department | 404.501.8000
- Oxford Student Health Services | 770.784.8376

Atlanta campus students may also get support from the Student Intervention Services (SIS) team in Campus Life. SIS coordinates the university’s response for students in distress, with the goal of providing students with the resources and support they need to succeed.

### ATLANTA CAMPUS

- Respect Program On-Call Advocate (24-hr line) | 470.270.5360
- Counseling & Psychological Services | 404.727.7450
- Faculty Staff Assistance Program | 404.727.4328

### OXFORD CAMPUS

- Counseling & Career Services | 770.784.8394
- Health Educator & Coord. of Student Support | 770.784.8467

### GEORGIA RESOURCES

- Day League (24-hr crisis line) | 404.377.1428
- Day League (free counseling service) | 404.377.1429
- Georgia Domestic Violence Hotline (24-hr) | 800.334.2836

2 **TALK WITH SOMEONE CONFIDENTIALLY.**

You have resources for immediate emotional support and confidential counseling as you consider next steps for safety, counseling, reporting, and accommodations you may need right away. Students on the **Atlanta campus** may call the Respect Program On-Call Advocate or Counseling and Psychological Services. **Oxford students** may contact the Health Educator and Coordinator of Student Support or access services at Counseling and Career Services. Emory employees can call the Faculty Staff Assistance Program (FSAP).

The DeKalb County Day League (formerly DeKalb Rape Crisis Center) also has a 24-hour confidential crisis line and free counseling service. Additionally, Georgia offers a 24-hour Domestic Violence Hotline.

### IMMEDIATELY AFTER THE INCIDENT

3 **REPORT TO THE POLICE.**

Depending on the location of the incident, the Emory Police Department or a local police authority will assist you. You can initiate a report by calling the Emory Police Department, and you will be connected to the appropriate authorities if the assault occurred outside Emory’s jurisdiction. You can also call 911 and be connected directly to the jurisdiction’s emergency switchboard.
Whether or not you know that you will pursue a police report or legal prosecution for sexual assault, if the incident occurred within the last 72 hours, you should strongly consider seeking medical care and preserving evidence. You are not obligated to pursue criminal steps if you get a medical examination and collect evidence.

You have the option of going to DeKalb Medical Center Emergency Department, Emory University Hospital Emergency Department, Emory University Hospital Midtown Emergency Department, or the Hillandale Medical Center Emergency Department for medical assistance and evidence collection.

Do not shower or wash your body or clothes before going to the hospital. If you are a student, a university advocate or Campus Life professional can meet you at the hospital and support you through the exam process.

The university’s process is independent from any criminal process. You may report the incident to Emory’s Title IX Coordinator Supria Kuppuswamy or Director of the Office of Title IX and Title IX Coordinator for Students Judith Pannell.

Alternatively, you can call your resident advisor, any other residence life staff, your supervisor, Emory Human Resources, or Deputy Title IX Coordinators in each school to reach the right officials who handle complaints of sexual or gender-based violence and harassment. If the allegation involves the conduct of an employee, contact Maurice Middleton, Senior Director of Equal Opportunity and Affirmative Action Compliance Officer.

In any process to adjudicate sexual or gender-based violence and harassment, the standard of proof that applies is “preponderance of evidence,” and sanctions may include disciplinary action, up to and including suspension, exclusion or, in the case of employment, termination.
SEEKING REMEDIAL AND PROTECTIVE MEASURES
Title IX officials at Emory can arrange for a broad range of protective and remedial measures, including: (1) a “no-contact” directive, which is enforceable through the student conduct codes; and (2) appropriate and available academic, university housing, and or/university employment modifications.

Information you share with Title IX officials will be evaluated to assess individual and community safety consistent with university obligations under federal laws. Remedial measures are available regardless of whether a person decides to file a report or pursue investigation under Emory's policies. Section 8.2.2 of Policy 8.2 provides information about options for protective or remedial measures.

To request remedial or protective/interim measures, contact Judith Pannell, Director of the Office of Title IX and Title IX Coordinator for Students, or the Deputy Title IX Coordinator designated for your school. (See list on left.) For employment situations, contact Maurice Middleton, Senior Director of Equal Opportunity and Affirmative Action Compliance Officer.
RESOURCES CITED

EMORY SEXUAL MISCONDUCT RESOURCES
sexualmisconductresources.emory.edu

EMORY POLICIES
1.3  |  EQUAL OPPORTUNITY AND DISCRIMINATORY HARASSMENT
policies.emory.edu/1.3

8.2  |  SEXUAL MISCONDUCT
policies.emory.edu/8.2

OFF-CAMPUS RESOURCES

DAY LEAGUE  (formerly DeKalb Rape Crisis Center)
www.dayleague.org

GEORGIA LEGAL AID
www.georgialegalaid.org

GEORGIA NETWORK TO END SEXUAL ASSAULT
www.gnesa.org

HILLANDALE MEDICAL CENTER  (Newton County)
www.dekalbmedical.org/hillandale

EMORY POLICIES

CENTER FOR WOMEN
womenscenter.emory.edu

COUNSELING AND CAREER SERVICES  (Oxford College)
emory.link/hhRImp

COUNSELING AND PSYCHOLOGICAL SERVICES  (Atlanta campus)
counseling.emory.edu

EMORY CAMPUS LIFE
campuslife.emory.edu

EMORY POLICE DEPARTMENT
police.emory.edu

FACULTY STAFF ASSISTANCE PROGRAM
www.fsap.emory.edu

OFFICE OF EQUITY AND INCLUSION
equityandinclusion.emory.edu

INTERNATIONAL STUDENTS/IMMIGRATION ASSISTANCE
issss.emory.edu
oisl.emory.edu

RESPECT PROGRAM
respect.emory.edu

RESPECT RESOURCE GUIDE FOR STUDENTS IMPACTED BY
SEXUAL ASSAULT & RELATIONSHIP VIOLENCE
emory.link/lOpXpx

RELIGIOUS & SPIRITUAL LIFE  (Oxford College)
emory.link/5SWNMI

SPIRITUAL & RELIGIOUS LIFE  (Atlanta campus)
www.religiouslife.emory.edu

STUDENT SUCCESS PROGRAMS AND SERVICES
success.emory.edu

TRUST LINE
iad.emory.edu/compliance/trustline