

The University's Title IX Policy

The Mount St. Joseph University Sex Discrimination, Sexual Misconduct, and Interpersonal Violence Policy (the Policy) sets forth the conduct expectations of all University community members and focuses on prohibiting and addressing incidents of sex discrimination (including sexual harassment and sexual misconduct) and interpersonal violence (domestic violence, dating violence, and stalking).

This Policy applies:

- to all University community members, including students, prospective students, employees, professors, administrators, visitors, or other third-parties, and
- to conduct occurring on campus, at any location owned or operated by the University, at University-sponsored or University-sanctioned functions, and to off campus conduct that has an actual or potential adverse impact on another's working or learning environment.

The Policy defines sex discrimination, sexual harassment, sexual assault, non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, indecent exposure, domestic violence, dating violence, stalking and consent for purposes of setting conduct expectations of University community members. For detailed definitions, please visit: www.msj.edu/about/title-ix/

Retaliation Prohibited

Mount St. Joseph University will not tolerate any form of retaliation taken against anyone who makes a complaint of conduct prohibited by the Policy or anyone who cooperates in the investigation in the investigation of a complaint of conduct prohibited by the Policy.

Reporting

Any student, prospective student, employee, visitor or other third-party who has been the victim of, witnesses or becomes aware of sex discrimination, sexual misconduct, interpersonal violence or retaliation is encouraged, and in some instances employees may be required, to report the conduct as follows:

Criminal complaint:

- **Mount St. Joseph University Police:** 513-244-4226 or "0" from any campus phone

Institutional complaint:

- **Acting Title IX Coordinator/Vice President Compliance, Risk and Legal Affairs/General Counsel:** Paige Ellerman at 513-244-4393

Anonymous Report:

Call or text 513-244-TIPS or emailing 244TIPS@msj.edu 24 hours a day/365 days a year.



What Are Your Rights If You Make a Report/File a Complaint of Sex Discrimination, Sexual Misconduct or Interpersonal Violence?

The detailed rights of a Complainant are set forth in the Policy, and include but are not limited to the right to:

- speak with campus authorities in a private and confidential setting.
- be informed of your reporting options, whether criminal or University or both, without fear of reprisal.
- academic, housing, campus employment, extracurricular activity accommodations and/or other interim measures as deemed appropriate to stop and prevent the recurrence of behavior and/or to improve the impact of behavior.
- be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.
- have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Title IX Coordinator.
- express a conflict of interest with the Title IX Team Assignment selected for your matter.
- If a formal investigation is commenced, to receive any written or oral response to the report/complaint from any respondent, to provide a list of witnesses and proposed evidence, to have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Title IX Investigator, and with access to any final Investigation Report within 60 days of the receipt of a report or filing of a complaint, unless additional time is required.
- receive a probable cause determination after submission of an Investigation Report.
- request an Adjudication Hearing if you are not satisfied with the probable cause determination and for an Adjudication Hearing to be conducted consistent with the Policy.
- submit a Written Appeal of a Hearing Panel Decision consistent with the Policy.
- be free from any form of retaliation and to report such behaviors without retribution.

What Should You Do If You Experience Sexual Misconduct or Interpersonal Violence?

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

What Are Your Rights If a Report/Complaint of a Policy Violation Is Made Against You?

The detailed rights of a Respondent are set forth in the Policy, and include but are not limited to the right to:

- speak with campus authorities in a private and confidential setting.
- know the details of the allegations against you including the name(s) of those making the report/complaint.
- be informed of the Policy and procedures for which you are being investigated under.
- academic, housing, campus employment, extracurricular activity accommodations and/or other interim measures as deemed appropriate to stop and prevent the recurrence of behavior and/or to improve the impact of behavior.
- be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.
- have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Title IX Coordinator.
- express a conflict of interest with the Title IX Team Assignment selected for your matter.
- If a formal investigation is commenced, to receive notification of the formal investigation, to review any written or oral report/complaint of a Policy violation made against you, to provide a list of witnesses and proposed evidence, to have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Title IX Investigator, and with access to any final Investigation Report within 60 days of the submission of the receipt of a report or filing of a complaint, unless additional time is required.
- receive a probable cause determination after submission of an Investigation Report.
- request an Adjudication Hearing if you are not satisfied with the probable cause determination and for an Adjudication Hearing to be conducted consistent with the Policy.
- submit a Written Appeal of a Hearing Panel Decision consistent with the Policy.
- be free from any form of retaliation and to report such behaviors without retribution.

Confidential Student Support Services

MSJ Wellness Center Counseling Services
Counseling appointments: 513-244-4949
Walk-Ins Welcome M-F from 8:30am-5:30pm

MSJ Wellness Center Health Services
Nurse or Physician: 513-244-4796
Walk-Ins Welcome M-F 8:30am-4:30pm
Confidential Medical Services and/or Referrals Available

MSJ After-Hours Wellness Center Crisis Support: 513-807-2516

Confidential Employee Support Services

Support may be available to eligible employees through the Tri-Health Employee Assistance Program (EAP) at 513-891-1627, 1-800-642-9794, or at www.TriHealthEAP.com.

Off Campus Resources

Women Helping Women (Ohio)

Phone: 513-977-5541
Crisis Line (24/7): 513-381-5610
<https://www.womenhelpingwomen.org>

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

Phone: 513-584-1000
<https://uchealth.com/university-of-cincinnati-medical-center/services/sexual-assault-nurse-examiners/>

Rape, Abuse and Incest National Network

Phone: 1-800-656-HOPE
<https://www.rainn.org>

Ohio Alliance to End Sexual Violence

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

Delhi Township Police

Phone: 513-922-0060
Mon. through Fri: 8:00am – 10:00pm
Weekends: 513-922-0060, leave a message and you should receive a return call promptly.

Legal Resources for Complainants and Respondents

The Justice League of Ohio

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

Legal Aid

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

Pro Bono Attorneys

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

Title IX: Rights, Reporting and Resources



Mount St. Joseph University Rights, Reporting Options, and Resources for Sex Discrimination, Sexual Misconduct and Interpersonal Violence

NOTICE: Mount St. Joseph University is committed to providing an educational and work environment free from discrimination and harassment on the basis of race, color, origin, religion, age, disability, sex (sexual orientation and gender identity) or any other legally protected status. If you have experienced or been accused of sex discrimination (including sexual harassment), sexual misconduct or interpersonal violence (domestic violence, dating violence, and stalking), it is important that you read the information contained in this brochure, which is an overview of the Mount St. Joseph University Sex Discrimination, Sexual Misconduct and Interpersonal Violence Policy as well as your options, resources and rights. For more detailed information, please visit: www.msj.edu/about/title-ix/.