

## Rights, Options, and Resources

**Rights to Report Sexual Violence & Request Resolution.** You have the right to report any incident of sexual violence, sexual misconduct, discrimination, or other behavior prohibited by Title IX to St. Ambrose University. You also have the right for the University to investigate the incident and to resolve the complaint promptly and equitably.

**Options for Resolution.** You have the right to choose to report an incident of sexual violence to campus security or local law enforcement. You have the right to pursue internal Title IX Grievance processes, criminal charges, or both. However, a criminal investigation does not relieve the University of its duty under Title IX to respond promptly and effectively to such complaints.

**Non-Discrimination Statement.** You are protected by Title IX regardless of race, religion, gender, sexual orientation, gender identity, disability, national origin, age, pregnancy or any other protected category under law and policy.

**Interim Measures:** You have the right to interim measures as necessary. Such measures may include, but are not limited to, change in academic accommodations, living situation, work schedules, no contact orders, and security escorts. Other reasonable measures may be available to protect your health, safety and well-being.

**Anti-Retaliation Statement.** You have the right to be free from retaliation or harassment by school employees, any involved parties, and other students. The University will not tolerate such acts of retaliation and will take strong responsive action if it occurs.

**Rights to Advisor of Choice.** You have the right to an advisor of your choice to accompany and advise you throughout this process. An Advisor may be anyone of your choosing and may be present at any meetings, interviews, hearings, or appeals should you decide to move forward in the grievance process.

**Confidential Support & Reporting Requirements.** You have the right to seek on – and off-campus confidential resources. This may include, but is not limited to, advocacy, counseling, health services, clergy services, or academic services. You will be provided a list of confidential resources on and off campus and you must understand that all other University employees are required to report any incident that falls under Title IX.

**Privacy.** The University will only disclose information to individuals who are responsible for handling the University's response to Title IX violations. You have the right to remain anonymous, to the extent possible, during an investigation. However, choosing to remain anonymous will impact the University's ability to fully and effectively investigate and respond to the complaint.

**Right to Title IX Grievance.** You have a right to file a grievance against the accused for a violation of Title IX, VAWA, and/or the University Policy "Compliance With Title IX, Equal Opportunity, Harassment, and Nondiscrimination". IF you decide to file a grievance, the Title IX officials will investigate the case, which includes interviewing witnesses and gathering evidence from all parties that may be relevant to the case, and then presenting such information to the Equity Grievance Panel when appropriate.

**Title IX Grievance.** You have the right to an adequate, prompt, fair, and impartial investigation and hearing based on the available evidence. The University will not be able to consider any evidence not in its possession. The standard of review used for hearings will be the "preponderance of the evidence" (more likely than not).

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**Right to Notification.** You have the right to be notified of the timeframes of all major stages of the investigation. You have the right to present witnesses and evidence during the investigation. You have the right to be notified in writing of the outcome of the grievance and any appeal, including any sanctions that directly relate to you. You have the right to have any proceedings documented, including findings of fact, transcripts, or recordings.

**Resolution and Remedies.** Upon a final determination that a policy violation created a hostile environment, the University will take prompt and effective steps reasonably calculated to end the misconduct, eliminate the hostile environment, prevent its recurrence, and remedy its effects as appropriate. Appropriate remedies will generally include disciplinary action against the responding party, but may also include educational remedies and any campus community remedies such as education and awareness events. Conflict Resolution will not be appropriate in cases involving sexual assault. The University cannot guarantee the outcome of any hearing and an “Unfounded” outcome does not necessarily mean that the incident did not occur, merely that it could not be proven by a ‘preponderance of the evidence’.

### **Resources:**

*Title IX Coordinator, Kevin Carlson, 563-333-6070*

#### *Deputy Coordinators:*

Students: Christopher Waugh, Dean of Students, 563-333-6259

Faculty/Staff: Audrey Blair, Director of HR, 563-333-6191

Athletics: Mike Holmes, Director of Athletics, 563-333-6233

Disabilities: Ryan Saddler, Director of the Accessibility Resource Center, 563-333-6275

*Office of Civil Rights (OCR), US Dept of Education, 800-421-3481, [OCR@ed.gov](mailto:OCR@ed.gov)*

*Campus Security, Robert Christopher, Director of Security, 563-333-6260 or 563-333-6104*

*Equity Grievance Panel, <http://www.sau.edu/policies/equity-grievance-panel>*

#### *Confidential Resources:*

Counseling Center, 563-333-6423, 2<sup>nd</sup> Floor Rogalski Center

Health Services, 563-333-6423, 2<sup>nd</sup> Floor Rogalski Center

Clergy, Fr. Thom Hennen, 563-333-6151, Christ the King Chapel

SAAT Student Advocate (call 1-866-921-3354)

#### *Other Resources:*

Safe Path Survivor Resources (24hr crisis line 1-866-921-3354)

Walk in apt available at 2800 Eastern Ave, Davenport, IA (M-F 8:30am-5pm)

Davenport Police Dept. 911 in emergencies

Non-emergencies 563-326-7979

Filing a police report does not require or guarantee criminal charges, but provides formal documentation of the incident and future options.

Genesis West Medical Emergency Room

563-421-2120 (Sexual Assault Nurse Examiner (SANE) on call)

1401 W. Central Park, Davenport, IA

Medical attention can minimize risks of STDs and pregnancy, treat injuries, and collect evidence for future options.

(For reference only, see details at [www.sau.edu/policies/title-ix-compliance](http://www.sau.edu/policies/title-ix-compliance))