UNIVERSITY POLICIES AND PROCEDURES

The University strictly prohibits acts of sexual violence, misconduct or related retaliation against or by any person within the campus community. "Sexual violence and misconduct" includes sexual assault, rape, sexual harassment, dating violence, stalking, domestic violence or other gender-based harassment. Within our procedures, the person making the allegations is referred to as the Complainant. The person who the allegations have been made against is referred to as the Respondent. The University’s procedures provide a balance between victim-centered support and due process for all parties in a reported incident. In the event of sexual violence or misconduct, the University will initiate steps to end the sexual violence or misconduct, prevent its reoccurrence and address its effects.

HAVE YOU OR SOMEONE YOU CARE ABOUT BEEN A VICTIM OF SEXUAL VIOLENCE?

In the event you are a victim of sexual violence, it is not your fault. The information provided below is to ensure your safety and offer guidance.

- Dial 911 if you are concerned about your safety
- Go to a safe place
- Contact someone you trust and tell this person what happened
- Seek medical treatment for possible injuries, even if none are visible
- Contact the YWCA Sexual Assault & Prevention Counseling Center for advocacy and support
- Seek assistance from University Police, Judicial Affairs and/or the Title IX Coordinator
- Preserve evidence and get an exam – do not eat, drink, smoke, comb your hair, shower, urinate, defecate or douche as this can damage evidence. If you do, change your clothes, put all clothing you were wearing at the time of the attack in a paper, not plastic, bag. Lancaster General Hospital is the closest infections and pregnancy
- Speak with a counselor to discuss your options

WHERE CAN I REPORT? WHAT ARE MY OPTIONS?

A Complainant who wishes to report sexual violence or misconduct may report directly to the Title IX Coordinator, Office of Judicial Affairs or Office of Human Resources. A Complainant may also report directly to law enforcement. If the incident happened on campus, you may contact University Police through a campus dispatcher at 717-872-3433.

CONFIDENTIALITY

In the event of an alleged sexual assault, the University will make every effort to ensure your confidentiality. Generally, under Pennsylvania law, confidentiality applies when a student seeks services from the following persons:

- A YWCA Sexual Assault Counselor
- A psychological counselor or other mental health professional, including counselors at the Center for Counseling & Human Development
  (Conversations with University counselors will not be reported to anyone else in the University except in cases of a threat of imminent physical harm.)
- A personal attorney or
- A member of the clergy

The University has the obligation and responsibility to take action in response to trends or patterns that emerge from reports, including multiple allegations against an individual regardless of a Complainant’s wishes.

ACADEMIC AND HOUSING ACCOMMODATIONS; INTERIM ACTIONS TO PROTECT STUDENTS

The Complainant and Respondent may contact the Title IX Coordinator to request any of the following when related to the incident or accusation of sexual misconduct:

- A change of on-campus housing location if alternate on-campus housing is available
- Assistance in exploring alternative housing off campus
- Assistance in securing a transfer of class sections
- Assistance in arranging incompletes, leaves or withdrawal
- Issuance of a No-Contact/No Trespass order if the University determines that continued contact between a Complainant, Respondent or witness would be detrimental to their welfare
- Other interim actions as deemed appropriate

PROTECTION AGAINST RETALIATION

Millersville University prohibits retaliatory action against any person making a complaint of sexual misconduct or against any person cooperating or assisting in the investigation of any complaint of sexual misconduct. This includes any form of intimidation, threats or harassment. Acts of retaliation constitute a violation of University policy and of the Student Code of Conduct and will result in disciplinary action. All parties are informed of this provision and any retaliation should be reported to the Title IX Coordinator.

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Dear University Community,

Millersville University is committed to fostering an academic community where individuals enjoy an atmosphere of mutual respect and trust. Sexual violence or misconduct is a form of discrimination that is both reprehensible and unlawful. Sexual violence or misconduct degrades the most fundamental standards of a campus community and undermines all collegial relationships.

Sexual violence or misconduct involving students, staff and/or faculty is absolutely prohibited by the University. If you feel that you have been the victim of sexual violence or misconduct, you are encouraged to seek assistance. All members of the Millersville University community are urged to report incidents of unlawful discrimination, harassment, and sexual misconduct.

If you have any questions regarding sexual violence or misconduct, which includes sexual harassment, sexual assault, domestic violence and stalking, please contact the University’s Title IX Coordinator:

James E. McCollum, J.D.
Executive Deputy to the President/Chief of Staff
Title IX Coordinator
717-871-4100
jmcollum@millersville.edu

Millersville University remains committed to cultivating a safe and enriching campus community. For more information regarding Title IX, please refer to the Title IX/Sexual Violence & Misconduct section of the Social Equity & Diversity web page.

Sincerely,

John M. Anderson, Ph.D.
President, Millersville University

RESOURCES AND SUPPORT FOR COMPLAINANTS AND RESPONDENTS OF ALLEGED SEXUAL VIOLENCE OR MISCONDUCT

For a listing of the Statement of Rights for Complainants and Respondents, please refer to the Judicial Affairs Handbook. The University provides a variety of resources to support students who have experienced unwelcome sexual behavior and to help students determine whether and how to make a formal complaint about the incident.

LOCAL RESOURCES

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>PHONE</th>
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<tbody>
<tr>
<td>Sexual Assault: YWCA Sexual Assault Prevention and Counseling Center</td>
<td>717-392-7273</td>
</tr>
<tr>
<td>Domestic Violence: Domestic Violence Services of Lancaster County</td>
<td>717-299-1249</td>
</tr>
<tr>
<td>Suicide: CONTACT Lancaster Helpline</td>
<td>717-299-4855</td>
</tr>
<tr>
<td>Crisis Intervention of Lancaster County</td>
<td>717-394-2631</td>
</tr>
<tr>
<td>Sexual Assault Examination: Lancaster General Hospital</td>
<td>717-544-5511</td>
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<tr>
<td>Law Enforcement (Non-Emergency): Millersville Borough Police</td>
<td>717-872-4658</td>
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<tr>
<td>Manor Township Police</td>
<td>717-299-5231</td>
</tr>
<tr>
<td>Lancaster City Police</td>
<td>717-664-1180</td>
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</tbody>
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CAMPUS RESOURCES

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<tr>
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<tbody>
<tr>
<td>Executive Deputy/Chief of Staff &amp; Title IX Coordinator</td>
<td>717-871-4100</td>
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<tr>
<td>Director of Human Resources (DHR)</td>
<td>717-872-3017</td>
</tr>
<tr>
<td>Director, Office of Judicial Affairs</td>
<td>717-871-5841</td>
</tr>
<tr>
<td>Campus Ministries (CONFIDENTIAL)</td>
<td>717-871-5942</td>
</tr>
<tr>
<td>Center for Counseling and Human Development (CONFIDENTIAL)</td>
<td>717-872-3122</td>
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<tr>
<td>Center for Health Education and Promotion</td>
<td>717-872-3841</td>
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<tr>
<td>Health Services</td>
<td>717-872-3250</td>
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<tr>
<td>State Employee Assistance Program</td>
<td>800-692-7459</td>
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<tr>
<td>Threat Assessment Team</td>
<td>717-872-3717</td>
</tr>
<tr>
<td>University Police</td>
<td>717-872-3433</td>
</tr>
<tr>
<td>YWCA Sexual Assault Counselors (CONFIDENTIAL)</td>
<td>717-872-3250</td>
</tr>
</tbody>
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Millersville University is an Equal Opportunity/Affirmative Action institution.

A member of the Pennsylvania State System of Higher Education. SS04-0115