OUR COMMITMENT

Millersville University is strongly committed to maintaining a positive learning, working, and living environment for all and assuring its educational and employment environment is free from unlawful discrimination or harassment.

Consistent with Title IX of the Education Amendments of 1972, Millersville University does not discriminate against students, faculty or staff based on sex in any of its programs or activities, including but not limited to, educational programs, employment and admission. Sexual harassment, including sexual violence, is a form of sex discrimination and is prohibited by Title IX and the University.

The University is committed to responding in a prompt and reliable manner when it learns of any form of possible discrimination based on sex and/or gender. The University responds to reports of sexual harassment, including sexual violence, as part of its efforts to stop the harassment and prevent its recurrence of possible sex discrimination. We will work to assure that a prompt, adequate, reliable and impartial investigation is undertaken by the University and that procedural due process is followed for both the complainant and respondent.

LISTEN.

- Listen openly and be supportive.
- It is important to truly listen, refrain from judgmental questions and try not to allow your biases affect how you perceive the individual.

SUPPORT.

- Encourage people to seek support services.
- There are confidential and non-confidential campus and community options.
- Healing is a process; we are here to make the process easier, not harder.

REPORT.

- If the person is in immediate danger, please call 911.
- Contact the Title IX coordinator, Elizabeth Swantek at 717-871-4100 or elizabeth.swantek@millersville.edu.
- To report an incident online, please visit www.millersville.edu/titleix.

WHAT SHOULD YOU DO IF SOMEONE DISCLOSES THAT THEY WERE INVOLVED IN AN INCIDENT OF SEXUAL MISCONDUCT?
STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

FEDERAL LAW
There are four federal laws which require employees of colleges and universities to report certain types of crimes and incidents, especially sexual misconduct. The Clery Act, Title VII, the Violence Against Women Act and Title IX have different purposes, but are largely intended to protect against criminal and discriminatory behavior.

REPORTING
Anonymous Reporting
Anonymous reports of sex or gender-based discriminations may be submitted by clicking the report link on www.millersville.edu/titleix.

Confidentiality
Reporting parties have the option to request that the University maintains their confidentiality or that the complaint not be pursued. The University will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality but may need to proceed when necessary.

Amnesty for Complainants and Witnesses
During the process of investigating a report of sexual misconduct, other violations of the Code of Conduct may be found to have been committed. The Millersville community encourages the reporting of misconduct and crimes by reporting parties and witnesses. Sometimes complainants or witnesses are hesitant to report to University officials because they fear that they, themselves, may be accused of a policy violation such as underage drinking at the time of the incident. It is in the best interest of the University community that individuals of this community report to university officials and that witnesses come forward to share what they know. To encourage this culture of reporting, the university pursues a policy of offering complainants and witnesses amnesty from minor policy violations related to a sexual misconduct incident.

Report to the Police
Every individual reporting sexual misconduct to the University also has the option to report to Millersville University Police Department or the local police department; who to report to is contingent upon jurisdiction. It is the reporting party’s decision to participate in the University process, a criminal process, both or neither. Law enforcement agencies investigate criminal behavior and do not investigate potential violations of Title IX. These two are separate and distinct processes. However, investigations conducted by the University under the sexual misconduct policy may coincide with law enforcement investigations due to the same conduct. At the request of law enforcement, the University investigation may be delayed temporarily while law enforcement is gathering evidence. The investigator will promptly resume the University investigation when notified that law enforcement has completed the evidence-gathering stage of its criminal investigation.

CAMPUS RESOURCES
Resources to discuss sexual misconduct issues on a confidential basis are available. You may speak with a member of the Center for Counseling & Human Development, Health Services or clergy.

COUNSELING AND SUPPORT
(Confidential Resource)
Center for Counseling and Human Development
(Lyle Hall, 3rd floor) ............................................................. 717-871-7821

Domestic Violence Services of Lancaster
Advocate: MUadvocate@dvslanc.org
(Tuesdays in the Montour House from 1-4 p.m.)
To schedule an on campus appointment
call the Montour House..................................................... 717-871-4141

YWCA
Advocate: dharvey@ywcalancaster.org
(Mondays in the Montour House from 10am-6pm)
To schedule an on campus appointment
call the Montour House..................................................... 717-871-4141

MEDICAL ATTENTION
(Confidential Resource)
Health Services (Witmer Building) ................................. 717-871-5250

EDUCATION
Center for Health Education and Promotion
(Montour House) ................................................................. 717-871-4141

Student Conduct and Conduct Advocate Program .......... 717-871-5841
www.millersville.edu/studentconduct

REPORTING
To report online to MU: www.millersville.edu/studentconduct

University Police (Lebanon House) ................................. 717-871-4357

Title IX Coordinator
(Student Memorial Center, SMC Room 107B) .................. 717-871-4100

EMERGENCY/ARE YOU SAFE?
Call 911 - If you cannot call, Text 911

STAFF RESPONSIBILITIES

Elizabeth Swantek is the Title IX Coordinator and can be reached in person at the Student Memorial Center in room 107B, by telephone 717-871-4100 or by email at elizabeth.swantek@millersville.edu. Swantek is the designated University official with primary responsibility for coordinating the University’s compliance with Title IX. This includes providing leadership for Title IX activities; providing consultation, education and training; and helping to ensure that the university responds appropriately, effectively, and equitably to Title IX issues.

Lori Austin is a Deputy Title IX Coordinator and can be reached in person at the Witmer Building, by telephone at 717-871-5841 or by email at lori.austin@millersville.edu. Austin’s role is to work with complaints involving students. Lori serves as a Hearing Chairperson and Sanctioning Administrator. This deputy coordinator handles student complaints once they reach the Office of Student Conduct and Community Standards.

Scott M. Helfrich, D.Ed. is a Deputy Title IX Coordinator and can be reached in person at the Lombardo Welcome Center, by telephone at 717-871-5836 or by email at scott.helfrich@millersville.edu. Helfrich’s role is to work with complaints involving on-campus students. This deputy coordinator handles complaints involving employees from investigation to outcomes. This deputy coordinator handles student complaints once they reach the Office of Experiential Learning and Career Management.

A member of the Office of Human Resources works with complaints involving employees from investigation to outcomes.

LEAD INVESTIGATOR
Aly Sehl
Assistant Director of Student Conduct and Community Standards
717-871-5841
alison.sehl@millersville.edu

The Assistant Director or Student Conduct and Community Standards (or designee) is the primary person who will (1) investigate the case and (2) prepare all documents relative to the case.

VICE PRESIDENT’S OFFICE
Brian Hazlett
Vice President of Student Affairs and Enrollment Management
717-871-5714
brian.hazlett@millersville.edu

Renardo Hall
Associate Vice President of Student Affairs and Enrollment Management
717-871-5840
renardo.hall@millersville.edu

The Vice President or their designee will, upon request of an appeal, determine if there is merit for an appeal of a sexual misconduct decision.