

Farrell Hall 209 | (330) 490-7529

- Davidcia (Dee) Stubbs, Human Resources-Benefits Specialist

Farrell Hall | (330) 490-7542

- Bradyn Shively, Professional Advisor

La Mennais Hall | (330)-244-4689

F. Confidentiality and Support

Walsh University will maintain the confidentiality of the Complainant(s)—regardless of whether confidentiality is requested—to the extent it is legally permitted and has the ability to appropriately provide accommodations, Supportive/Interim Measures, and/or protective measures. As such, there may be situations where disclosing some personally identifiable information about a Complainant(s) may be necessary. For allegations of misconduct related to sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination, the Title IX Coordinator will determine what information about the Complainant(s) should be disclosed and to whom this information will be disclosed. Unless extenuating circumstances exist, the Complainant(s) will be informed before sharing personally identifiable information that the University believes is necessary to provide a safe and non-discriminatory environment, to provide an accommodation(s), and/or to provide any interim or protective measures.

If the Complainant(s) requests the University not reveal the Complainant(s)'s name to the Respondent(s) and/or asks the University to not investigate a formal complaint, this may limit the University's ability to respond fully to the incident, including pursuing disciplinary action, and being able to sanction the prohibited conduct against the Respondent(s). Specific confidentiality requests should be made directly to the Title IX Coordinator, Kristi Campbell, at (330) 490-7105.

While Walsh University will strive to honor a Complainant(s)'s requests, there are circumstances when personally identifiable information about a Complainant(s) may be shared and/or when an investigation may occur despite a Complainant(s) requests otherwise. The University has a legal duty to act if it determines it is appropriate and necessary in certain cases of sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination where an *Imminent Threat* to the campus community and/or pattern of behavior may be present.

Imminent Threat is classified as an incident of sexual misconduct and/or interpersonal violence that includes the following:

- 1) a weapon,
- 2) physical force or violence,
- 3) when the victim/survivor is a minor,
- 4) pattern by same perpetrator, and/or
- 5) a significant threat to the University.

Additionally, the University has a duty to complete certain publicly available recordkeeping, including reporting and disclosing information about certain crimes pursuant to a federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"). Reported incidents of these crimes will be included in the University's annual crime statistics per its annual security

report and daily crime logs, as required. The University is also obligated to issue timely warnings of crimes enumerated in the Clery Act occurring within relevant campus geography that represents a serious or continuing threat to students, employees, and university volunteers, except in those circumstances where issuing such a warning may compromise current law enforcement efforts or when the warning itself could potentially identify the Complainant(s). The University will not report and/or disclose personally identifiable information about a Complainant(s) in its recordkeeping required by the Clery Act.

The University will make every effort to respect a Complainant(s) 's autonomy in determining how to proceed when they disclose and/or formally report an incident of sexual misconduct and/or interpersonal violence. Support and resources are always available to Complainant(s)—regardless of the chosen course of action. Receiving a formal complaint of an incident permits the University to keep records of reported incidents and determine the appropriate response and the potential need to alert the University community to potential danger.

G. Caring Cavalier Amnesty Policy

The University recognizes that students who experience or witness a sexual assault, dating violence, domestic violence, stalking, and/or a medical emergency while under the influence of alcohol or illegal substances may be hesitant to report these occurrences due to concerns for the potential consequences of violating the student code of conduct.

The Caring Cavalier Amnesty Policy is focused on empowering students to support the health and well-being of themselves and others. Any student coming forward to report incidents involving sexual assault, dating violence, domestic violence, stalking, and/or a medical emergency will be granted amnesty by the Student Conduct and Community Standards Office and will not be subject to violations of the University's alcohol and/or substance abuse policies that occurred at or near the time of the alleged incident(s).

Report immediate health and safety emergencies to Walsh University's Campus Police (330-490-7474 or 330-316-1088). Report non-emergencies to the University's Title IX Office (330-490-7105) or Student Conduct and Community Standards Office (330-490-7301).

The Caring Cavalier Amnesty Policy provides amnesty for violations of the student code of conduct as it relates to alcohol and/or substance abuse policies only. Students will be required to meet with a representative from the Student Conduct and Community Standards Office to provide further information about the incident(s). Students may be required to participate in online education, reflection assignments, and/or assessment and treatment referrals. Students who repeatedly use the amnesty policy may be required to participate in additional supportive measures. Failure to complete assignments required by the University will result in ineligibility for amnesty. Additionally, this policy does not grant amnesty from criminal, civil, or legal consequences for violations of federal, state, or local laws.

H. Written Statement of Rights, Reporting Options and Resources

Any student, employee or University volunteer that discloses an incident and/or makes a formal complaint to the Title IX Office of sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and/or other forms of interpersonal violence or sex discrimination will receive a written notification of their rights, reporting options, and resources. Please note that the receiving of this information is not dependent on the filing of a formal complaint.