

I. First Contact with the Title IX Office

Upon disclosure of an incident of sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination from a student, employee, or University volunteer to the Title IX Office, the Title IX Office will outreach to the person(s) who may have experienced the sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination. The outreach (from the Title IX Coordinator or a Title IX Deputy) includes ensuring the Complainant(s) receive information regarding:

- medical and confidential counseling and support resources;
- options for pursuing a formal complaint and/or reporting the incident to law enforcement;
- how to request an interim no-contact order;
- how to request other Supportive/Interim Measures from the University;
- how to preserve evidence;
- where to access more information.

The outreach will also include an invitation to meet with or provide additional information to the Title IX Office. The initial meeting may be followed by 1) filing a formal complaint or 2) a request by the Respondent(s) to take no further action.

The University will strive to honor the request of the Complainant(s) as to a course of action. However, the University has a legal duty to act if the University 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 (see Section F “Confidentiality and Support” for additional information).

The University will make every effort to respect a Complainant(s) ’s autonomy in determining how to proceed. Support and resources are always available to a 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. Reported incidents will also be included in the University’s annual crime statistics as required.

J. Supportive/Interim Measures

In the case of sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination, the Title IX Coordinator or Title IX Deputies may take immediate action to assist the Complainant(s) in resuming educational activities while deciding the next steps, if any, to pursue against a Respondent(s) or while awaiting the results of a resolution process.

“**Supportive/Interim Measures**” are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties. Furthermore, the supportive/interim measures are based on what is not clearly unreasonable in light of the known circumstances and does not second guess a school’s disciplinary decisions. Finally, a

school is required to offer supportive measures, and provide remedies to Complainant(s) whenever Respondent(s) are found responsible.

Walsh University will provide information, in writing, to Complainant(s) or Respondent(s) about options for, available assistance in, and how to request changes to academic, living, transportation and working situations or protective measures. The institution will make accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the Complainant(s) chooses to report the crime to Campus Police or local law enforcement. Additionally, the University is obligated to comply with a student's reasonable request for a living and/or academic situation change following an alleged sex offense. *Please note that some Supportive/Interim Measures that impact both the Complainant and Respondent may require a finding of "in-violation" (see *italicized* measures listed below).

Supportive/Interim Measures can include but are not limited to, the following:

- Providing an escort,
- Changing the Complainant(s) class schedule or room assignment in the residence halls,
- Arranging academic accommodations,
- Waiving the service fee for on-campus health center services,
- *Issuing no contact orders**,
- Complying with protection orders**,
- *Limiting the Respondent(s)' access to campus,*
- *Limiting the Respondent(s)' access to facilities and activities,*
- *Changing the Respondent(s)' course schedule or room assignment, and/or*
- Implementing other appropriate educational or prevention strategies to address the environment in which the offense took place.
- Change in University-related work schedules or job assignments
- Voluntary Leave of Absence
- Assistance in contacting community resources
- Transportation related to accessing services/support after an incident of sexual misconduct or interpersonal violence
- When appropriate, Supportive/Interim Measures can include Respondent(s) being placed on interim suspension or interim administrative leave.

**A person may contact the Title IX Coordinator (330-490-7105) to inquire and request a No Contact Order. This is a written order issued by the University that generally requires an alleged Respondent(s) to stay away from a victim/survivor and is supported by University consequences for non-compliance with the order.*

***A person may also seek a protection order from the local court of the state of Ohio. This is a legal process independent of the University. A protection order is a written order that generally requires an alleged perpetrator to stay away from a victim/survivor and is supported by legal consequences for non-compliance with the order. If a court order is issued, the University will, to the extent possible, assist the protected person in benefitting from the restrictions imposed by the court and will also facilitate on-campus compliance with the order.*

The Title IX Coordinator (330-490-7105) or a Title IX Deputy, an advocate from COMPASS Sexual Assault Education, Prevention & Support (330-452-1111) or Domestic Violence Project, Inc. (330-453-7233), and Campus Police (330-490-7474 or 330-316-1088) are all able to assist victims/survivors who want to request a protection order. Below are the legal options available in the state of Ohio:

Criminal Protection Order
Domestic Violence Criminal Temporary Protection Order
Domestic Violence Civil Protection Order
Dating Violence Civil Protection Order
Civil Stalking Protection Order
Sexually Oriented Offense Protection Order

If a victim/survivor believes there has been a violation of a court-ordered protection order, they should contact the police department in the jurisdiction where the violation has occurred.

Information will be provided in writing to a Complainant(s) regarding the above support/interim measures, as well as existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on and off campus. Additionally, it is not required for a formal complaint to be filed and/or investigated for supportive/interim measures to be implemented, as deemed necessary by the Title IX office. The Title IX Coordinator and/or a Title IX Deputy will use the following factors to determine appropriate Supportive/Interim Measures to be implemented:

- specific need expressed by the complainant
- the age of the students involved
- the severity or pervasiveness of the allegations
- any continuing effects on the complainant
- whether the complainant and alleged perpetrator share the same residence hall, dining hall, class, transportation or job location; and
- whether other judicial measures have been taken to protect the Complainant(s) (e.g., civil protection orders)

For more information about Supportive/Interim Measures, please contact the Title IX Coordinator, Kristi Campbell at (330) 490-7105, or titleix@walsh.edu.

K. Filing a Formal Complaint

Any current Walsh University student, employee, or University volunteer may file a formal complaint of sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination against other current students, employees, or University volunteers connected to the University. These formal complaints may be submitted in person, by mail, electronic mail, or via phone using the University's contact information for the Title IX Coordinator and must include the Complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. All formal complaints should be submitted directly to the Title IX Coordinator, **Kristi Campbell at (330) 490-7105, or titleix@walsh.edu** and should include the following information:

- Name of the Alleged Respondent(s)
- Date of the Alleged Incident
- Location of the Alleged Incident
- Details regarding the Alleged Prohibited Conduct being reported