Sexual Discrimination and Title IX Policies

As a Christian academic community, Eastern University expects a sexual lifestyle that is consistent with biblical teaching. For our community, sexual intimacy is not acceptable apart from marriage. Eastern University is committed to providing an environment free from all forms of sexual discrimination, to include sexual assault, sexual violence, and sexual harassment for all members of its community; the below policies apply to visitors, contractors, and other third parties.

Definitions

**Sexual Assault** – the commission of a sex offense. It is a more general term which includes, but is not limited to, rape and sexual abuse. The Campus SaVE Act defines sexual assault as “an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (FBI).” If a person is unable to give consent, the behavior of the perpetrator is considered sexual assault. Persons are considered unable to consent if:

1. they are temporarily incapable of appraising their conduct due to a) the influence of alcohol or drugs or b) physical helplessness because they are unconscious or otherwise physically unable to communicate consent;

2. they are impaired because they are suffering from a mental illness which renders them incapable of appraising the nature of their conduct; or

3. they are under the age of 18. Having a sexual encounter with a person under such circumstances is considered sexual assault, even if the assailant is under the influence of alcohol and/or drugs.

**Consent** – a clear, voluntary, unambiguous, and positive agreement to engage in specific sexual activity through a sexual encounter. Consent cannot be inferred from the absence of a “no”; a clear “yes,” verbal or otherwise, is necessary.

**Sexual Violence** - sexual acts perpetrated against a person’s will where consent is not obtained or where a person is incapable of giving consent due to his/her use of alcohol and/or other drugs. It is a form of sexual harassment, and includes rape, sexual assault, sexual battery, sexual coercion, unwanted touching, dating violence, and sexually motivated stalking.

**Domestic Violence** - a “felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction . . . or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.”
**Dating Violence** - “violence committed by a person — (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

i. the length of the relationship

ii. the type of relationship

iii. the frequency of interaction between the persons involved in the relationship”

**Stalking** - “engaging in a course of conduct directed at a specific person that would cause a reasonable person to — (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.”

**Rape** – forcing someone to have sexual intercourse, either vaginal, oral, or anal. The act may be perpetrated by a person who is either a stranger or an acquaintance of the victim. The force necessary can be any threat or physical force that places the victim in fear of anything, including but not limited to loss of job, lowered grades, injury, or death. The perpetrator does not need to use a weapon or to injure the victim in order or make the victim fearful.

**Date Rape** - also known as “acquaintance rape,” “social rape,” or “silent rape,” this is rape by someone the person knows – friend, roommate, classmate, date, neighbor, professor, employer, co-worker, fiancé, lover or ex-lover, or casual acquaintance.

**Sexual Abuse** – forcing a person to engage in any sexual contact other than sexual intercourse. Sexual abuse means any touching of the sexual or intimate parts of another person, whether directly or through clothing, which is offensive to the victim and which could reasonably be understood as offensive. (See Sexual Harassment Policy for additional infractions not covered in this document).

**Sexual Assault Policy**
Sexual assault is a violation of Title VII of the Federal Civil Rights Act of 1964, Title IX of the 1972 Education Amendments Act, the Pennsylvania Human Relations Act, and the standards which Eastern University expects of its students. Sexual assault is a crime that involves power as the motive, sex as the weapon, and aggression as the method. Anyone can become a victim of sexual assault regardless of age, gender, race, appearance, or economic status. A person has the right to say “no” at any stage of an encounter.

However, a person does not have to say "no" for the attack to be considered a sexual assault. A person does not attract sexual assault by acting or dressing in a provocative manner. There is no evidence to support a link between physical attractiveness and sexual assault.
If you are sexually assaulted:

1. Immediately tell a trusted friend, a member of the Student Development staff, or CCAS counselor. You will need support throughout the process.

2. Seek medical attention immediately. Call your doctor or go to the hospital emergency room for treatment of any injuries and for collection of evidence for legal prosecution – hospitals are staffed and equipped to provide testing for pregnancy and sexually transmitted diseases –, even if you are not sure that you want to prosecute. You can decide later to prosecute, but the exam cannot wait. Seek medical assistance/forensic examination within 72 hours of the assault. Medical personnel are required to make a report to the local police, but you have the right not to press charges.

3. Report the sexual assault to the police. They will inform you of your legal rights and help you collect evidence. You can decide whether or not to prosecute later.

4. Make a written report of all the events that led up to the sexual assault, the sexual assault event, and your behavior after the sexual assault. Include dates, times, and witnesses.

5. Seek counseling. A counselor can give confidential support, help in decision-making, and help victims to move through the emotional and psychological processes from victims to survivors.

6. Report the sexual assault to any member of the Student Development Office staff. See Complaint Procedures below for more information on the process.

7. DO NOT:

   a. clean up, wipe or wash with tissue, douche, bathe, shower, or change your clothes before you go to the hospital. Do not go to the bathroom, brush your teeth or chew gum, eat or drink, smoke. Do not brush your hair, wash your hands, clean/sanitize cuts or injuries obtained during the assault.

   b. be afraid to tell others and report this crime to the police.

   c. blame yourself. This is not your fault.

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**Sex Discrimination Policy**

**Statement of Policy**
Eastern University is committed to complying with all State and Federal laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination on the basis of sex.

**Prohibited Acts**
Title IX of the Educational Amendments of 1972 states:

> No person in the United States shall, on the basis of sex, be excluded from participation in, or be denied the benefits of, or be subjected to discrimination under any education program or any activity receiving Federal financial assistance.

Title IX, as it pertains to the Eastern University community, applies to but is not limited to, fair practices regarding: recruitment, admissions, housing, athletic, and extracurricular activities, rules and regulations, discipline, class enrollment, access to programs, courses, and internships, distribution of financial assistance, distribution of institutional resources, hiring practices, employment, promotion, and policies, among other things.

**Title IX Coordinator**
The Title IX coordinator responsible for Title IX compliance at Eastern University is Dr. Bettie Ann Brigham, Vice President for Student Development, Walton 200, St. Davids. Phone: (610) 341-5823, bbrigham@eastern.edu.

**Complaint Procedures**
Any person at Eastern University who believes that s/he has been discriminated against on the basis of sex (the “complainant”), by Eastern University students, faculty, staff or outside third parties is encouraged to promptly take the following actions:

1. Immediately communicate with the individual perceived as engaging in discriminatory conduct (the “respondent”) and request a proposed course of action to resolve the situation.

2. If the matter cannot be resolved at that level or if the complainant does not wish to or feel comfortable communicating directly with the respondent, then the complainant may make a complaint in writing within two weeks of the alleged discriminatory conduct to the Vice President for Student Development. If the Vice President for Student Development is involved in the acts that the complainant believes to be discriminatory, then the complaint should be made to the General Counsel.

3. The complaint should provide the following information.
   a. The names, addresses and telephone numbers, if available, of the complainant and respondent;
   b. Specific acts alleged, including dates, times and locations;
c. Names of any potential witnesses, including addresses and telephone numbers, if available

d. Actions taken by any party to address the discrimination, if any.

Investigation Procedures

The following procedures will govern all investigations of complaints alleging violations of this policy. Eastern reserves the right to deviate from these procedures only when such deviation is necessary to ensure appropriate processing of the investigation.

1. The investigation will begin within 10 work days\(^1\) of the receipt of the complaint. Should the Vice President for Student Development be unavailable within the time frame, his/her designee will act instead. If the Vice President for Student Development or his/her designee is involved in the alleged discrimination, the complaint will be investigated by General Counsel.

2. The Vice President for Student Development, or his/her designee(s), will investigate allegations of violations of this policy.

3. If the complainant or the respondent is under 18 years of age h/her parent or legal guardian will be notified of the complaint via phone, e-mail or US mail.

4. The investigation should include interviewing the complainant and the respondent, as well as any relevant witnesses suggested by the complainant and the respondent.

5. The investigation should also include interviewing any additional witnesses or reviewing any documents deemed relevant by the Vice President for Student Development or his/her designee(s).

6. Confidentiality of the investigation will be maintained to the extent possible. If a complainant requests confidentiality or asks that the complaint not be pursued, Eastern will weigh the request for confidentiality against the following factors: the seriousness of the alleged harassment, the complainant’s age, whether there have been other harassment complaints about the same individual, and the alleged harasser.\(^2\)

7. If witnesses cannot be reached or are not available, the complaint will be investigated in their absence.

\(^1\) Work days are defined as days in a row, when the University is open for business, excluding Saturday and Sunday.

\(^2\) As outlined in the Dear Colleague letter and the Campus SaVE Act.
8. After all available information is reviewed and interviews are completed, the Vice President for Student Development or his/her designee(s) will:

   a. Determine whether a violation of this policy has occurred, and if so, the appropriate response.

   b. Notify the complainant and the respondent either verbally or in writing of the outcome of the investigation within five working days after the completion of the investigation.

   c. Make recommendations to the appropriate supervisor/dean regarding discipline, if warranted.

   d. Partner with departments, divisions, programs and Deans to take any corrective action as may be appropriate under the circumstances.

9. All complaints will be adjudicated as expeditiously as possible and generally within 30 work days.

**Appeal Procedures**

1. Within two weeks of being notified by the Vice President for Student Development or his/her designee of the decision regarding the investigation, either party may appeal the decision by submitting a written statement of the basis for the appeal to Judiciary Board.

2. Appeals will be heard by the aforementioned Judiciary Board who will hear/review statements (oral or written) from the parties and review evidence compiled by the Vice President for Student Development during his/her investigation. All appeals will be heard as expeditiously as possible and generally within 30 work days.

3. Eastern University believes that individuals involved in a sex discrimination investigation should be heard in final appeal by an impartial Judiciary Board with representation by at least one member from their primary constituency group (i.e., student, faculty or staff, which includes administration). Accordingly, members of the Judiciary Board shall reflect the primary constituency group of the complainant and the respondent.

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4. The decision of the Board will be communicated to the complainant within five working days of the conclusion of the Board’s investigation. The decision of the Board will be final.

**Retaliation**
Retaliation against a person who brings a complaint alleging a violation of this policy or who participates in an investigation is strictly prohibited. Under the law, retaliation includes any form of intimidation, threat, coercion or any other type of discrimination because of the individual’s complaint or participation. Retaliation will be cause for appropriate disciplinary action in accordance with the procedures set forth above. Students, faculty or staff who knowingly make false charges alleging violations of this policy may be subjected to disciplinary action, as well as any related/relevant civil or criminal legal proceedings.

**Sexual Harassment Policy**
Believing that members of our community have the right to work, study, and communicate with each other in an atmosphere free from unsolicited and unwelcome sexual advances, Eastern University does not condone and will not tolerate any behavior, verbal or physical, which constitutes sexual harassment.

**Definition**
Sexual harassment is a form of discrimination in violation of Title VII of the Federal Civil Rights Act of 1964, Title IX of the 1972 Education Amendments, the Pennsylvania Human Relations Act, and Eastern University Policy. Unwelcome sexual advances, requests for sexual favors, inappropriate behavior of a sexual nature, and other written, verbal, or physical conduct of a sexually intimidating or offensive nature constitutes sexual harassment when:

1. such conduct is pursued among persons who have not mutually consented (implicitly or explicitly, verbally or non-verbally) to such conduct;

2. submission to such conduct is made, explicitly or implicitly, a term or a condition for a employment, advancement, matriculation, or academic evaluation at Eastern University;

3. submission to, or rejection of, such conduct is used as the basis for employment or academic decisions;

4. a pattern exists of singling out members of one sex for disproportionate attention with elements of emotional or physical pressure;

5. such conduct has the purpose or effect of substantially interfering with an individual's employment or academic performance or creating an intimidating, hostile, or offensive residential, work, or academic environment. Sexual harassment is unwelcome and
usually repeated behavior, but in some instances it can be an action that occurs only once.

Examples of sexually harassing conduct include, but are not limited to:

1. repeated sexually suggestive looks, gestures, or questions;
2. repeated, unwanted, and unacceptable remarks that stigmatize or ridicule on the basis of gender or sexual matters;
3. persistent following, letters, or phone calls discussing sexual matters;
4. display of offensive, sexually oriented visual materials (i.e. photos or posters), except those used for the purposes of instruction as appropriate to course objectives;
5. cornering or leaning over, touching, pinching, or patting;
6. pressure for sexual favors.

**Dealing with Sexual Harassment**
Eastern University strongly urges that each member of the community know her/his rights and responsibilities, cooperate with those who are designated to help resolve allegations of harassment, and report all incidents of harassment, especially if she/he is a victim.

**What To Do**
1. Say “no” to the offender. Respond immediately and directly to the offender, indicating that the behavior or remark is not acceptable. State without smiling or apologizing that you want the behavior to stop, and make it clear that you do not approve.
2. Do not ignore the problem. Experience shows that this only makes things worse.
3. If you are unsure that your experience was sexual harassment, discuss it with a trusted friend, colleague, or a member of the Student Development staff on an informal basis.
4. Keep a written record of the harassment. Include the date, time, place, and any other relevant circumstances. Record your response to the harassment as well. Keep all relevant correspondence that may be used as evidence of harassment, such as letters, notes, or memos.
5. Find out if someone witnessed the incident or your reaction immediately after the incident. That person may be a witness for you. Take names and phone numbers for future reference.
6. If you feel that your academic or work evaluation will be affected by the harassment, ask for and collect copies of past academic work or evaluations or anything that would tell the quality of your work.

**The Procedure for Reporting Sexual Assault/Sexual Harassment**

Members of the Eastern University community are encouraged to report information regarding an alleged incident of sexual harassment or assault to any member of the Student Development staff. Although any member of the Student Development staff may be informed, that member will report the incident to the Dean of Students, who will investigate it.

Should the alleged victim choose to do so, she/he may choose a support person who may be a friend or a trusted staff or faculty member of the Eastern University community. Faculty and staff members, including Resident Assistants, but with the exception of professional counselors, have a duty to report any and all sexual assault to the Title IX Coordinator. The support person may accompany and advise the alleged victim in the investigation and in any informal or formal procedures that follow.

The following procedures apply when the alleged perpetrator is a student. To initiate an informal grievance, the victim of the alleged incident or her/his support person should inform the Dean of Students of her/his intent. The Dean will seek to resolve the complaint informally in a manner satisfactory to both the complaining party and the accused party. If the complaint is not resolved to the satisfaction of both parties, the complaining party may elect to initiate a formal grievance. The victim of the alleged incident is not obligated to pursue an informal grievance before filing a formal grievance.

The victim of the alleged incident may initiate a formal grievance to the Dean of Students, after which the Dean of Students will notify the accused party of the incident. If evidence warrants it, a formal hearing will be convened. The nature of the charges necessitate that the Judiciary Board be composed of the Dean of Students, at least one male faculty or staff member, at least one female faculty or staff member, at least one male student, and at least one female student. The fifth voting member will be of the same gender as the alleged victim. An effort will be made to have the same members of the Board present at every hearing for the particular case. Either the victim or the accused may request that a student member be included or excluded. The Hearing, Disciplinary Sanction, and Appeals Process are outlined elsewhere in the student handbook.

If the alleged perpetrator is a member of the faculty or staff, the Dean of Students will report the incident to the Vice-President or Dean to whom the alleged perpetrator reports. The provisions of the Faculty and Staff Handbook, available in the full official edition of the Sexual Harassment Policy, will pertain relative to hearing proceedings.

**Confidentiality and External Charges**

The university will maintain complete confidentiality regarding allegations. Only those directly involved in the alleged incident(s) and resulting investigation will have access to information
concerning the case unless the alleged victim or accused chooses otherwise. The victim of
criminal activity such as sexual harassment or assault is strongly encouraged to file formal
charges with the local police. The victim will receive support from all members of the Student
Development Office, should the victim choose this option. The internal procedure will be
implemented and disciplinary sanctions imposed without regard to the status of the external
procedure.

Eastern University strictly prohibits any retaliation, intimidation, or coercion directed against
any member of the community, anyone who intends to register a complaint or anyone who has
done so. Any member of the community who, after appropriate investigation, has been
determined to have retaliated against a complainant or one who expresses the intent to
complain (or against any other party involved), will be subject to disciplinary action. If any
member of the Eastern University community believes she/he has been retaliated against, that
person should contact a member of the Student Development Staff.

Victim’s Rights at Eastern University

Eastern University is concerned for those within the community who might become victims
related to the actions of others in the community as well as those outside the community.
Although internal incidents are rare, victims should know their rights and advocate for
themselves regarding them.

The following are Victim’s Rights at Eastern University:

- To request advice and personal support from authorities without making a formal
  complaint
- To make a complaint and then withdraw the complaint
- To present a spoken or written report and or complaint concerning the matter, to
  appropriate authorities
- To have a friend or personal counselor accompany them at meetings concerning the
  matter
- Should the case go before the Student-Faculty Judiciary Board, victims have the right:
  - To submit a written statement to the Dean of Students to be read during the hearing
  - To request to the Dean of Students anonymity during the hearing
  - To be informed of the outcome of the hearing. This may be done verbally or in
    writing by the Dean of Students or designee.
Victims may consider bringing their cases through the legal system and/or to other external authorities. The choice to do this or not rests solely with the victim. Note that adjudication of matters relative to student behavior within a private university setting is not subject to laws regarding legal proceedings, nor is it meant to be a substitute for the legal process. Regardless of the victim’s decision relative to bringing external charges, when school policy has been broken internal disciplinary procedures will be followed and concluded, with or without reference to external adjudication, at the discretion of the Dean of Students.

Victims who participate in the legal system should understand their rights under the law within the state of Pennsylvania. Pennsylvania, victim’s rights can be found [here](#).

Victim’s rights differ state by state. Victims are advised to check policy in the appropriate state where the concerning event occurred.