

TITLE IX SEXUAL HARASSMENT AND COMMUNITY STANDARDS SEXUAL MISCONDUCT POLICY AND PROCEDURES

I. INTRODUCTION

Pursuant to Title IX, this Policy provides that the University will respond promptly to claims of Sexual Harassment prohibited by this Policy, including sexual assault, dating violence, domestic violence, and stalking, that occurs in a University education program or activity, and is alleged to have been committed by a current Neumann University student, employee, or third party.

II. POLICY STATEMENT

Neumann University is committed to fostering a living, learning and working environment free of discrimination and harassment. Neumann University is subject to Title IX of the Educational Amendments of 1972 (“Title IX”), 20 U.S.C. §§1681, *et seq.*, which states that “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Neumann University does not discriminate on the basis of sex and will not tolerate sexual misconduct in any form, including as defined by Title IX or Neumann University’s community standards. Neumann University’s complete Notice of Non-discrimination is available at <https://www.neumann.edu/about/nondiscriminationstatement.asp>.

III. SCOPE OF POLICY

Neumann University’s Title IX Sexual Harassment and Community Standards Sexual Misconduct Policy and Procedures (this “Policy”) applies to all Neumann University community members, including students, faculty, staff and third parties, such as volunteers, contractors, and visitors. Alleged misconduct subject to this Policy (“Prohibited Conduct”) includes both Title IX Sexual Harassment (which is defined by law) and Community Standards Sexual Misconduct (which includes allegations that do not meet the definitions under Title IX, but nonetheless violate Neumann University’s community standards), as discussed further in the Definitions (Section V) below.

Community Standards Sexual Misconduct that does not constitute Title IX Sexual Harassment and involves students will be resolved as outlined in SA 4.02 the Student Conduct Process Policy and SA 4.04 Bullying, Harassment, Disorderly and Disruptive Conduct, and Violence Policy. Community Standards Sexual Misconduct that does not constitute Title IX Sexual Harassment and involves employees as Respondents will be resolved as outlined in IP 1.03 Harassment Policy and Procedures. The procedures beginning in Section XI below apply only to Title IX Sexual Harassment, regardless of whether students or employees are involved.

IV. TITLE IX AND THE TITLE IX CO-COORDINATOR

The following individuals are responsible for coordinating Neumann University's efforts to comply with Title IX and this Policy:

Linda Harvey
Director, Human Resources & Title IX Co-Coordinator (primary for faculty and staff)
One Neumann Drive
610-558-5628|
harveyl@neumann.edu

Sarah W. Williamson, Ed.D.
Dean of Students & Title IX Co-Coordinator (primary for students)
Bachmann Hall, Rm. 044
610-558-6678
willsar@neumann.edu

Please contact either the above with questions regarding Title IX or this Policy. Questions may also be directed to:

Assistant Secretary for Civil Rights
U.S. Department of Education
Office for Civil Rights
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Telephone: 800-421-3481
Email: OCR@ed.gov

V. DEFINITIONS

Terms used in this Policy have the following meanings:

Advisor: An Advisor is a person who has agreed to provide support and advice to a Complainant or Respondent in matters involving Title IX Sexual Harassment, subject to the provisions of Section XI(C).

Appeal Officer: The individual responsible for determining an appeal under Section XIII. The Appeal Officer may be Neumann University's employee or an external contractor. The Appeal Officer shall not be the Institution's Title IX Co-Coordinator, nor the Investigator or Hearing Officer who were assigned to the matter that is the subject of the Appeal.

Community Standards Sexual Misconduct: An umbrella term encompassing a range of behaviors, including Sex Discrimination, Sexual Harassment, Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking (as each term is further defined

below), where such conduct is alleged to be by an individual or University recognized group that (a) has continuing adverse effects on or creates a hostile environment for individuals participating or attempting to participate in Neumann University's education program or activity, or otherwise has a reasonable connection to Neumann University; and (b) constitutes one of the following:

- **Community Standards Sex Discrimination:** Discrimination on the basis of sex.
- **Community Standards Sexual Harassment:** Conduct on the basis of sex that involves an employee or student of Neumann University conditioning the provision of an aid, benefit, or service of Neumann University on an individual's participation in unwelcome sexual conduct; or an individual engaging in unwelcome conduct determined by a reasonable person to be so severe, pervasive or objectively offensive that it effectively denies a person equal access to Neumann University's education program or activity
- **Community Standards Gender-Based Harassment:** Unwelcome conduct (whether or not of a sexual nature), including acts of aggression, intimidation and hostility, and other verbal, nonverbal, graphic, or physical conduct based on or motivated by a student's actual or perceived gender, sexual orientation, gender identity, gender expression, or nonconformity with gender stereotypes.
- **Community Standards Sexual Assault:** Penetration or attempted penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration or attempted penetration by a sex organ of another person, without the consent of the alleged victim. Community Standards Sexual Assault also includes, but is not limited to, the following identified below as well as other forms of Sexual Assault prohibited by the Commonwealth of Pennsylvania state law or Pennsylvania State Crime Code.
 - **Community Standards Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the alleged victim.
 - **Community Standards Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Community Standards Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Community Standards Dating Violence:** Violence, including sexual or physical abuse or the threat of such abuse, committed by a person (a) who is or has been in a social relationship of a romantic or intimate nature with the alleged 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, and (iii) the frequency of interaction between the persons involved in the relationship.

- **Community Standards Domestic Violence:** Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the alleged victim, by a person with whom the alleged victim shares a child in common, by a person who is cohabitating with or has cohabitated with the alleged victim as a spouse or intimate partner, by a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the Commonwealth of Pennsylvania, or by any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the Commonwealth of Pennsylvania.
- **Community Standards Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress. For purposes of this definition, (a) course of conduct means two or more acts, including, but not limited to, acts in which the alleged stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; (b) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (c) substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hearing Officer: The individual responsible for conducting the Hearing under Section XII(D), reaching a decision on responsibility and assigning sanctions, if appropriate. The Hearing Officer may be Neumann University's employee or an external contractor. The Hearing Officer shall not be the Institution's Title IX Co-Coordinators, nor the Investigator who investigated the matter that is the subject of the Hearing.

Informal Resolution Facilitator: The individual responsible for facilitating Informal Resolution, as discussed in Section XI(D). The Informal Resolution Facilitator may be Neumann University's employee or an external contractor.

Investigator: The individual responsible for conducting the investigation of alleged Title IX Sexual Harassment, as discussed in Section XII(A). The Investigator may be Neumann University's employee or an external contractor. The Title IX Co-Coordinators may serve as the Investigators.

Party or Parties: Party refers to a Complainant or a Respondent. Parties refers to Complainant and Respondent collectively.

Prohibited Conduct: Prohibited Conduct includes Title IX Sexual Harassment and Community Standards Sexual Misconduct.

Respondent: An individual who has been reported to have engaged in any form of Prohibited Conduct or an organization that has been reported to have engaged in Community Standards Sexual Misconduct.

Title IX Sexual Harassment:

Title IX and Community Standards Sexual Misconduct

(a) Definition: Title IX Sexual Harassment means conduct on the basis of sex that involves an employee or student of Neumann University conditioning the provision of an aid, benefit, or service of Neumann University on an individual's participation in unwelcome sexual conduct; or an individual engaging in unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to Neuman University's education program or activity. Title IX Sexual Harassment also includes the following:

- **Title IX Sexual Assault:** Sexual assault includes any of the following Prohibited Conduct:
 - Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the alleged victim.
 - The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the alleged victim.
 - Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Title IX Dating Violence:** Violence, including sexual or physical abuse or the threat of such abuse, committed by a person (a) who is or has been in a social relationship of a romantic or intimate nature with the alleged 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, and (iii) the frequency of interaction between the persons involved in the relationship.
- **Title IX Domestic Violence:** Violence committed by a current or former spouse or intimate partner of the alleged victim, by a person with whom the alleged victim shares a child in common, by a person who is cohabitating with or has cohabitated with the alleged victim as a spouse or intimate partner, by a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the Commonwealth of Pennsylvania, or by any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the Commonwealth of Pennsylvania.
- **Title IX Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress. For purposes of this definition, (a) course of conduct means two or more acts, including, but not limited to, acts in which the alleged stalker directly, indirectly, or through third parties, by any action, method, device, or means,

follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; (b) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (c) substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(b) Jurisdiction: In order to constitute Title IX Sexual Harassment, the alleged misconduct must have occurred (i) in the United States, and (ii) in Neumann University's education program or activity, which is defined as locations, events or circumstances over which Neumann University exercised substantial control over both Respondent and the context in which the misconduct occurred, or any building owned or controlled by a student organization officially recognized by the University.

VI. RETALIATION

Retaliation against an individual for participating in any way in a report, investigation, hearing or other proceeding under this Policy is strictly prohibited. No one may intimidate, threaten, coerce or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. In evaluating whether retaliation has occurred, Neumann University may consider whether the conduct in question constituted the exercise of rights protected under the First Amendment or was covered by another Institution policy, including with respect to freedom of expression or academic freedom. Retaliation by students is a violation of the Student Code of Conduct and will be addressed as outlined in SA 4.02 Student Conduct Process Policy. Retaliation by employees is violation of institutional policy and will be addressed as outlined in IP 1.03 Harassment Policy and Procedures.

Neumann University will keep confidential the identity of individuals involved in a report of Prohibited Conduct, including anyone who has made a report or complaint of sex discrimination, anyone who has made a report or filed a formal complaint of sexual harassment, any complainant, anyone who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, or FERPA regulations, or as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder." See also Section VIII.C. below, "Privacy and Confidentiality."

VII. CONSENT

A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. Silence or lack of resistance, in and of itself, does not constitute Consent. Consent can be given by words or actions, provided that those words or actions clearly communicate willingness to engage in the sexual activity. Consent cannot be obtained through coercion. For purposes of this Policy, coercion is the use of threats (*i.e.*, words or actions) or intimidation (*i.e.*, implied threats) that would cause a reasonable person to engage in unwelcome sexual activity against their will.

Consent cannot be obtained from an individual who is incapacitated, where a reasonable, sober person initiating sexual activity would have known or reasonably should have known that the individual was incapacitated. An individual who is under the influence of alcohol and/or other drugs may be incapacitated, and therefore unable to Consent. However, consumption of alcohol or other drugs alone is insufficient to establish incapacitation. Incapacitation is a state beyond drunkenness or intoxication, where an individual cannot make a knowing and deliberate choice to engage in the sexual activity. Individuals who are asleep, unresponsive or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, the inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance. An individual also may be incapacitated due to a temporary or permanent physical or mental health condition.

Consent may be withdrawn by any party at any time. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the sexual activity. Consent is automatically withdrawn when a party is no longer capable of consenting. Once Consent is withdrawn, the sexual activity must cease immediately. Consent must be re-established before resuming any sexual activity. Consent to one form of sexual activity does not, by itself, constitute Consent to another form of sexual activity. Consent to sexual activity on one occasion does not constitute Consent to sexual activity on other occasions. An individual's use of alcohol or drugs does not diminish that individual's responsibility to obtain Consent.

VIII. REPORTING

Any person may report conduct constituting possible Prohibited Conduct to a Title IX Co-Coordinator in person, by mail, by telephone, by email or on-line by visiting <https://www.neumann.edu/titlenine/>. A Title IX Co-Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures (*see* Section X) and to explain the process for filing a Formal Complaint where conduct that may constitute Title IX Sexual Harassment is involved.

Complainants are encouraged, but not required, to proceed with a Formal Complaint. If the Complainant desires to proceed with a Formal Complaint, the Title IX Co-Coordinator or designee will begin the Formal Complaint Processes (*see* Section XI). If the Complainant decides not to submit a Formal Complaint, the Title IX Co-Coordinator may sign a Formal Complaint when the Title IX Co-Coordinator deems doing so necessary to address the possible Prohibited Conduct, including in order to provide a safe and nondiscriminatory environment for all members of Neumann University's community. In deciding whether to sign a Complaint if the Complainant elects not to do so, the Title IX Co-Coordinator may, but is not required to, consider factors such as whether the conduct alleged included threats, violence, serial predation or weapons. A Complainant is not required to submit a Formal Complaint in order to receive Supportive Measures.

A. Anonymous Reporting

With the exception of Authorized and Responsible Employees, discussed in Section VIII(B), any individual may anonymously report allegations of Prohibited Conduct by using the online incident report form found at <https://www.neumann.edu/titlenine/>. Depending on the information provided, Neumann University's ability to take action in response to an anonymous report may be limited.

B. Reports to Authorized and Responsible Employees

There may be instances when a student or employee discloses alleged Prohibited Conduct to an employee of Neumann University. Whether that disclosure constitutes actual notice to Neumann University, triggering its response obligations under this Policy, depends on the role of the employee to whom the disclosure is made, as follows:

- Authorized Employees: A disclosure of Prohibited Conduct made to an Authorized Employee (regardless of whether the disclosure is made by the Complainant or a third party) constitutes a report to the University (*i.e.*, actual knowledge), triggering a response under this Policy. All Authorized Employees are required to promptly report disclosures of Prohibited Conduct to the Title IX Co-Coordinator, including all information that has been disclosed to the Authorized Employee, such as the names of those involved, the location of the incident, the alleged Prohibited Conduct, etc. The following are Authorized Employees:
 - Title IX Co-Coordinator which are the Director of Human Resources and the Dean of Students
 - University Vice Presidents/Provost
 - Deans of the Academic Schools
 - Business
 - Social Sciences, Humanities, and Education
 - Nursing and Health Sciences
- Responsible Employees: A disclosure or report of Prohibited Conduct made to a Responsible Employee (regardless of whether the disclosure is made by the Complainant or a third party) does not constitute a report to the University (*i.e.*, is not "actual knowledge") triggering a response under this Policy. Neumann University, as a matter of policy, requires Responsible Employees to promptly report disclosures of Prohibited Conduct to the Title IX Co-Coordinator, including all information that has been disclosed to the Responsible Employee, such as the names of those involved, the location of the incident, the alleged Prohibited Conduct, etc. With the limited exceptions of confidential resources as outlined later in the policy, the University has designated all employees, including faculty, adjunct and visiting faculty, administrators, staff, and student-employees (e.g., Resident Assistants) as Responsible Employees.

All students and employees, even if not Authorized or Responsible Employees, are encouraged to report instances of possible Prohibited Conduct to the Title IX Co-Coordinator.

C. Privacy and Confidentiality

Neumann University respects the privacy of individuals involved in any report of alleged Prohibited Conduct, meaning the Title IX Co-Coordinator and others responsible for carrying out this Policy will disclose information only as required to implement this Policy or by law. If a Complainant requests that a report of Prohibited Conduct remain confidential (*i.e.*, with the Complainant's identity not being disclosed to the Respondent and an investigation not being commenced), the Title IX Co-Coordinator will evaluate that request in the context of Neumann University's responsibility to provide a safe and nondiscriminatory environment for all members of its community. Neumann University may question an employee-Respondent about alleged Prohibited Conduct without disclosing the identity of the Complainant, provided that it does not take disciplinary action against that Respondent without implementing the Formal Complaint Processes in Section XI.

The Complainant is not required to file a Formal Complaint to receive Supportive Measures (*see* Section X), but there may be instances when disclosing the Complainant's identity is necessary to provide certain Supportive Measures (*e.g.*, where the Respondent would need to know the identity of the Complainant in order to comply with a no-contact order). Neumann University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair its ability to provide the Supportive Measures.

Only certain professionals at Neumann University are legally required to keep information shared by an individual truly confidential, without reporting it to the Title IX Co-Coordinator. Those confidential resources and support services are discussed further in Section XVI.

D. False Reports and Other False Information

The submission of knowingly false information is prohibited and will be addressed under Neumann University's Code of Conduct for students and employment policies for faculty and staff. This provision does not apply to reports made and other information submitted in good faith, even if the facts alleged are not substantiated by an investigation and/or Hearing decision.

IX. EMERGENCY REMOVALS

If at any point following the receipt of a report of Prohibited Conduct, Neumann University determines that the Respondent poses an immediate threat to the physical health or safety of the Complainant or any other person(s), including the Respondent, Neumann University may temporarily remove the Respondent from any or all of its programs or activities. The imposition of an Emergency Removal does not suggest a finding of responsibility for any Prohibited Conduct.

Before imposing an Emergency Removal, the University's Threat Assessment Team will undertake an individualized safety and risk analysis concerning Respondent at the request of the Title IX Co-Coordinator. An Emergency Removal will be imposed only if the Threat Assessment Team concludes that the threat to physical health or safety arises from the allegations of Prohibited Conduct and warrants the removal.

An Emergency Removal may involve the denial of access to some or all of Neumann University's campus facilities, academic program, or other programs or activities. While Neumann University may provide alternative academic or employment opportunities during an Emergency Removal, it is not required to do so. Non-punitive actions taken as Supportive Measures (*e.g.*, changes in housing) do not constitute Emergency Removals.

The Title IX Co-Coordinator will notify the Respondent of the terms imposed in connection with an Emergency Removal. Respondent has the opportunity to challenge the Emergency Removal upon receipt of that notice. In order to challenge the Emergency Removal, the Respondent shall submit an appeal via e-mail to the Dean of Students for students and the Director of Human Resources for employees, within three (3) calendar days from the date of the notice of Emergency Removal, explaining why Emergency Removal is not appropriate. In evaluating the appeal, the Dean of Students or Director of Human Resources as appropriate, may seek additional information from Respondent or any other individual. The Emergency Removal will remain in place while the appeal is pending. The Dean of Students or Director of Human Resources shall issue a decision as soon as reasonably possible under the circumstances. The decision is final and not subject to further appeal.

Separate from the Emergency Removal process, the Title IX Co-Coordinator may request that Human Resources place an employee-Respondent on an administrative leave, with or without pay.

X. SUPPORTIVE MEASURES

Supportive Measures are non-disciplinary, non-punitive individualized services that may be provided to Complainants or Respondents upon request, when deemed by the Title IX Co-Coordinator to be appropriate and reasonably available. Supportive Measures may also be imposed at the initiative and in the sole discretion of the Title IX Co-Coordinator. Supportive Measures are available beginning at any time after the submission of a report of Prohibited Conduct.

A Complainant may seek and be provided Supportive Measures prior to or without ever filing a Formal Complaint.

Supportive Measures are designed to restore or preserve equal access to Neumann University's educational programs and activities, without unreasonably burdening the other party. Supportive Measures may be of any duration and may be modified at the discretion of the Title IX Co-Coordinator, as circumstances warrant. Supportive Measures will be kept confidential to the extent doing so does not impair Neumann University's ability to provide them.

Supportive Measures may include, but are not limited to, the following:

- Access to counseling services;
- Extensions of deadlines or other course-related adjustments;
- Modification of work or class schedules;
- Mutual restrictions on contact between the parties (*i.e.*, “no contact” orders);
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas; or
- Any other measures deemed appropriate by the Title IX Co-Coordinator to preserve equal access to Neumann University’s programs and activities.

A student or employee’s failure to abide by the terms of any Supportive Measure may result in discipline and, depending on the circumstances, could be deemed to constitute Retaliation.

XI. FORMAL COMPLAINT PROCESSES

In order to commence Formal Complaint Processes for Title IX Sexual Harassment, a Complainant must file a Formal Complaint with the Title IX Co-Coordinator. The Complainant must be participating in or attempting to participate in Neumann University’s education program or activity at the time the Formal Complaint is filed. Alternatively, if the Title IX Co-Coordinator has received a report of Title IX Sexual Harassment, but the Complainant elects not to submit a Formal Complaint or the Complainant is unknown, the Title IX Co-Coordinator has the discretion to sign the Complaint if the Title IX Co-Coordinator deems doing so necessary to address Title IX Sexual Harassment, including in order to provide a safe and nondiscriminatory environment for all members of its community. In doing so, the Title IX Co-Coordinator does not become the Complainant.

There is no time limit within which a Complainant must file a Formal Complaint. Pursuing a Formal Complaint does not preclude a Complainant from pursuing the filing of criminal charges. However, it is important to understand that the standard for criminal prosecution is different from that used in student and employee conduct proceedings. As a result, decisions rendered in either forum are not determinative of what will happen in the other.

If the Title IX Co-Coordinator receives Formal Complaints against more than one Respondent or by more than one Complainant against one or more Respondents, or by one Party against the other Party (*i.e.*, “counterclaims”), where the allegations of sexual harassment arise out of the same facts or circumstances and are so intertwined that the allegations directly relate to all of the Parties, the Title IX Co-Coordinator has the discretion to consolidate the Formal Complaints. If Formal Complaints are consolidated, all Parties must receive the same version of the written determination.

A. Written Notice

Upon the submission of a Formal Complaint, the Title IX Co-Coordinator will provide written notice to the Complaint and Respondent, if known, including the following:

- A copy of this Policy.
- Notice of the allegations of conduct that may constitute Title IX Sexual Harassment, with sufficient detail for the Respondent to prepare a response before any initial interview, including, if known, the identities of the Parties involved and the date and location of the incident.
- Notice of the presumption that the Respondent is not responsible for the alleged Title IX Sexual Harassment unless a determination of responsibility is reached at the conclusion of the Formal Resolution Process.
- Notice of the Parties' entitlement to an Advisor of choice at any meeting, interview or other proceeding related to the Formal Complaint, as discussed in Section XI(C).
- The identity of the Investigator as described in Section XII(A).
- Notice that the Parties may inspect and review evidence gathered during the investigation as discussed in Section XII(B).
- Notice that Neumann University's Student Code of Conduct and Employee Relations policies prohibit knowingly making false statements or knowingly submitting false information during the Formal Complaint Processes.

If additional allegations of conduct that might constitute Title IX Sexual Harassment are identified during the course of the investigation and will be included in the Formal Complaint Processes, the Title IX Co-Coordinator will issue an updated notice.

B. Dismissal for Purposes of Title IX Sexual Harassment

If any of the following circumstances are met, the Title IX Co-Coordinator will dismiss the Formal Complaint for purposes of any form of Title IX Sexual Harassment:

- Even if proved, the misconduct alleged in the Formal Complaint would not constitute Title IX Sexual Harassment as defined in Section V;
- The misconduct alleged in the Formal Complaint did not occur in Neumann University's education program or activity, which is defined as locations, events or circumstances over which Neumann University exercised substantial control over both Respondent and the context in which the misconduct occurred, or any building owned or controlled by a student organization officially recognized by Neumann University; or
- The misconduct alleged in the Formal Complaint is not alleged to have occurred in the United States.

Further, if any of the following circumstances are met, the Title IX Co-Coordinator may dismiss the Formal Complaint for purposes of any form of Title IX Sexual Harassment, in the Title IX Co-Coordinator's sole discretion:

- Complainant notifies the Title IX Co-Coordinator in writing that Complainant wishes to withdraw the Formal Complaint or any allegation in it;
- Respondent is no longer enrolled or employed at Neumann University; or
- Specific circumstances prevent Neumann University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegation.

The Title IX Co-Coordinator will promptly send notice of the dismissal, including the reasons for dismissal, to the Complainant and Respondent via email. The notice will advise the parties whether the Formal Complaint will proceed as possible Community Standards Sexual Misconduct. Both the Complainant and Respondent may appeal any decision to dismiss the Formal Complaint for purposes of Title IX Sexual Harassment by submitting a request for appeal to the Title IX Co-Coordinator by email within three (3) calendar days of the date of the Title IX Co-Coordinator's email. The appeal will be determined using the procedures set forth in Section XIII.

The decision whether the matter will proceed as potential Community Standards Sexual Misconduct is not subject to appeal.

C. Advisors

The Parties are entitled to identify an Advisor of their choice, who may accompany them to all investigative interviews, Hearings and other meetings or proceedings held in connection with a Formal Complaint ("Formal Complaint Process Proceedings"). An Advisor is a person who has agreed to provide support and advice to a Complainant or Respondent. The Parties are responsible for identifying their own Advisor, if they wish to have one. Neumann University will maintain a list of employees who have agreed to serve as Advisors at no cost to Complainants or Respondents, whom the Complainant or Respondent may, but are not required to, contact to determine whether they are available for that purpose.

As discussed in Section XII(D)(5), the Parties must have an Advisor for purposes of conducting cross-examination at a Hearing. If a Party has not identified an Advisor to accompany them to the Hearing for purposes of conducting cross-examination, Neumann University will provide one for that limited purpose.

Except when conducting cross-examination as discussed in Section XII(D), Advisors may not speak aloud during any Formal Complaint Process Proceedings, including by addressing anyone other than the individual for whom they are an Advisor. The Advisor may confer with the individual whom they are advising quietly or by means of written notes. Parties may request a brief recess to consult with their Advisor, which may be granted at the sole discretion of the Neumann University representative conducting the Formal Complaint Process Proceeding. An Advisor whose presence is deemed at that individual's sole discretion to be improperly disruptive or inconsistent with Rules of Decorum established by Neumann University, as discussed in Section XII(D)(7), will be required to leave and may be prohibited from participating in future Formal Complaint Process Proceedings.

While Neumann University may consider short delays in scheduling to reasonably accommodate an Advisor's availability, whether to grant such a request is in the sole discretion of the Neumann University representative responsible for the event in question.

Except when conducting cross-examination as discussed in Section XII(D), Advisors may not speak aloud during any Formal Complaint Process Proceedings, including by addressing anyone other than the individual for whom they are an Advisor. The Advisor may confer with the

individual whom they are advising quietly or by means of written notes; however, they may not suggest specific substantive answers to questions while the question is pending at the Hearing. Parties may request a brief recess to consult with their Advisor, which may be granted at the sole discretion of the Neumann University representative conducting the Formal Complaint Process Proceeding. An Advisor whose presence is deemed at that individual's sole discretion to be improperly disruptive or inconsistent with Rules of Decorum established by Neumann University, as discussed in Section XI(D)(7), will be required to leave and may be prohibited from participating in future Formal Complaint Process Proceedings.

D. Informal Resolution

Informal Resolution presents the opportunity for the Complainant and Respondent to resolve allegations of Title IX Sexual Harassment without an investigation or hearing. Participation in Informal Resolution in lieu of the Formal Resolution Process is purely voluntary. Informal Resolution is available only when a Formal Complaint has been filed and the Parties agree to its use in writing. Informal Resolution may be used only with the approval of the Title IX Co-Coordinator, who may deem its use inappropriate based on the specific allegations involved or other factors. Informal resolution is not available to resolve a student-Complainant's allegations that an employee has engaged in Title IX Sexual Harassment. Prior to initiating Informal Resolution, the Title IX Co-Coordinator will provide the Parties with written notice disclosing the allegations, the requirements of the process, the right to withdraw from Informal Resolution to pursue formal resolution, and any consequences of participation (*e.g.*, as it relates to any subsequent formal resolution if Informal Resolution is not achieved).

Informal Resolution can be commenced at any point prior to the conclusion of a Hearing under the Formal Resolution Processes. It is conducted by an Informal Resolution Facilitator appointed by the Title IX Co-Coordinator. The Complaint, Respondent, Title IX Co-Coordinator or Facilitator may terminate Informal Resolution at any time prior to its completion. If Informal Resolution is terminated, the Formal Resolution Process will promptly commence or resume, as appropriate.

Informal Resolution may take many forms as agreed to between the Complainant, Respondent and Title IX Co-Coordinator, including, but not limited to:

- **Mediation**: Mediation may involve the Complainant and Respondent being in the same or different rooms, but they will never be required to be in the same room. Mediation typically does not require an admission of responsibility for the Title IX Sexual Harassment by the Respondent.
- **Restorative Justice**: Restorative Justice may involve the Complainant and Respondent being in the same or different rooms, but they will never be required to be in the same room. Restorative Justice typically requires an admission of responsibility for the Title IX Sexual Harassment, or certain allegations, by the Respondent.

If the Informal Resolution is terminated such that the matter resumes the Formal Resolution Processes, documents and other information produced or exchanged during the Informal

Resolution can be used in the Formal Resolution Process and the Informal Resolution Facilitator may serve as a witness.

The outcome of the Informal Resolution will be documented in an agreement or other form that is signed by both the Complainant and the Respondent. If the Complainant or Respondent is a student, the documentation will be kept in the student's conduct file. If the Complainant or Respondent is an employee, the documentation will be kept in the employee's file. All documentation will be kept in accordance with Neumann University's record retention policies.

The outcome of Informal Resolution will be taken into consideration in the event of future findings of responsibility for Prohibited Conduct or other violations of the Institution's policies.

The Informal Resolution process typically should be completed within thirty (30) calendar days of the Parties documenting their agreement to participate. That period may be extended at the discretion of the Title IX Co-Coordinator.

XII. FORMAL RESOLUTION PROCESS

Neumann University strives to resolve Formal Complaints within ninety (90) calendar days of the submission of a Formal Complaint, but balances its desire to achieve a prompt resolution with the need to conduct a thorough and complete investigation, which may delay that timeframe. Delays might also result from a number of factors, including but not limited to the appeal of a dismissal as discussed in Section XI(B), impacts of concurrent criminal processes, or an attempt at Informal Resolution. The Title IX Co-Coordinator may extend the time for completion of the Formal Resolution Process for good cause as determined in the sole discretion of the Title IX Co-Coordinator, and will provide written notice to the Parties of the reason for extension or delay.

At the discretion of the Title IX Co-Coordinator, possible violations of the Student Code of Conduct or other policies that occurred directly in connection with the alleged Title IX Sexual Harassment may be, but are not required to be, addressed under the Formal Resolution Processes here in lieu of engaging in a separate decision-making process for those possible violations.

A. Investigation

The written notice described in Section XI(A) will identify the appointed Investigator. Either Party may object to the Investigator on the grounds of conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, by submitting an objection to the Title IX Co-Coordinator in writing within three (3) business days of receipt of the issuance of the written notice. The Title IX Co-Coordinator, in their sole discretion, shall determine whether a different Investigator should be appointed.

The Investigator will conduct an investigation of the allegations in the Formal Complaint, and is responsible for interviewing the Parties and witnesses, and gathering relevant inculpatory and exculpatory evidence. The Investigator may not access, consider, disclose or otherwise use records that are made or maintained by a physician, psychiatrist, psychologist or other

recognized professional or paraprofessional in connection with the provision of treatment to the Complainant or Respondent, unless the Investigator obtains the Complainant's or Respondent's, as appropriate, voluntary written consent to do so.

All Parties will have an equal opportunity to identify witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, for the Investigator. Parties will be provided with written notice of the date, time, location, participants and purpose of all investigative interviews in which they are expected to participate. Parties may be accompanied by an Advisor of their choice at any investigative interview, as described in Section XI(C).

B. Investigation Report

The Investigator will prepare an investigation report summarizing all relevant evidence. The report will exclude all non-relevant evidence, as well as any evidence not subject to disclosure for reasons set forth herein (*e.g.*, medical records regarding which the Party has not authorized disclosure).

Prior to completing the investigation report, the Investigator will send to both Complainant and Respondent, and their Advisors, if any, a draft the Report, along with all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, regardless of whether it is anticipated that the evidence will be used at the hearing or in connection with any decision on responsibility. The Parties are strictly prohibited from disclosing or disseminating the evidence to any third parties and from using it for purposes other than carrying out the Formal Resolution Processes. Complainant and Respondent will have ten (10) calendar days to provide a written response concerning the evidence or the information in the draft Report to the Investigator, including identifying additional evidence for the Investigator's consideration prior to completing the investigation report. The response must be by the Party, not the Party's Advisor. A Party's response will be shared with the other Party.

After receipt of the Parties' responses concerning the evidence and the draft report and at least ten (10) calendar days before the hearing, the Investigator will provide the Complainant and Respondent, and their Advisors, if any, a copy of the final investigation report.

C. Hearing Notice

After the investigation report has been provided to the Parties and their Advisors, if any, and not fewer than five (5) business days before the hearing, the Title IX Co-Coordinator will issue a Hearing notice via email advising the Parties of the following:

- The date, time and location of the Hearing.
- The specific charges of Title IX Sexual Harassment subject to disposition at the Hearing and a brief description of the conduct resulting in the charges;
- The individual to serve as the Hearing Officer; and
- That at the request of either party, the Hearing will take place with parties located in separate rooms with technology enabling the parties to simultaneously see and hear the

party/witness answering questions. Requests for separate rooms must be submitted to the Title IX Co-Coordinator via email at least three (3) business days before the Hearing.

Any Party may object to the Hearing date or challenge the appointment of the Hearing Officer for bias or conflict of interest by submitting a written objection to the Title IX Co-Coordinator via email within three (3) business days of the Title IX Co-Coordinator issuing the Hearing Notice. The Title IX Co-Coordinator, in their sole discretion, shall determine whether the Hearing Officer should be removed and/or the Hearing rescheduled. Once the Hearing Officer is confirmed, the Title IX Co-Coordinator will provide the Hearing Officer with a copy of the investigation report.

D. Hearing

Hearings are governed by the procedures set forth below. The formal Rules of Evidence that may apply to any courtroom proceeding do not apply to Hearings conducted under this Policy.

The only individuals who may appear at a Hearing are the Complainant and Advisor, Respondent and Advisor, and witnesses called by the Hearing Officer. The Parties and their Advisors may be present throughout the Hearing, with the exception of any recesses for which they are excused by the Hearing Officer. Witnesses are permitted to be present only when providing testimony. The Investigator and Title IX Co-Coordinator may be present throughout the Hearing, as may other Neumann University representatives at the discretion of the Hearing Officer. If a Party fails to attend a Hearing, the Hearing may be held in the Party's absence, at the discretion of the Hearing Officer.

1. Witnesses

At least five (5) business days before the Hearing, the Hearing Officer will advise the Parties which witnesses will be requested to provide testimony at the Hearing. No later than two (2) business days after such notice, the Parties may request that additional witnesses be requested to be present at the Hearing. The request must be submitted to the Hearing Officer in writing, including a brief description of why the information is relevant to the determination of responsibility. Whether or not to approve such request as potentially providing relevant information shall be in the sole discretion of the Hearing Officer, who will advise the requesting Party of the final decision. If the request is approved, the Hearing Officer will advise the other Party as well.

2. Documents

All documentary evidence provided to the parties under Section XII(B) will be made available at the Hearing, as well as all evidence produced by the Parties in their response. The availability of such evidence does not suggest a determination on relevance, which shall be made by the Hearing Officer.

3. Relevance

The Hearing Officer is responsible for making all determinations of relevance as to witnesses, questions and documentary evidence presented at the Hearing. For purposes of this Policy, “relevant” means that the evidence is probative of any material fact.

Evidence that is not relevant will be excluded at the Hearing and may not form the basis for any decision by the Hearing Officer. Evidence that is duplicative of evidence already in the Hearing record may be deemed not relevant. Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the questions and evidence concern a specific incident of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.

4. Standard of Proof

The Hearing Officer will make decisions on responsibility using a preponderance of the evidence standard of proof. This means that the Hearing Officer determines whether it is more likely than not that a violation of the Policy occurred. Neumann University, and not the Parties, has the burden of proof and burden of gathering evidence. The University is responsible for proving a violation of this Policy has occurred. The burden of proof and burden of gathering evidence does not rest with either Party. However, all Parties will have an opportunity to provide information or evidence during the course of the investigation. Investigators have the burden of gathering and storing all information identified by the Parties, identifying and collecting other information related to the allegations, and determining what information is relevant to the Formal Complaint, as defined in this Policy.

5. Advisors at Hearings

The parties may be accompanied by their Advisor at the Hearing. As discussed in Section XI(C), the Advisor may not address the Title IX Co-Coordinator, Investigator, Hearing Officer, other Advisors or any other individuals participating in the Hearing. The only exception is with respect to cross-examination as discussed below. Like the parties, Advisors are required to adhere to the Rules of Decorum applicable to Hearings, as outlined in Section XII(D)(7). An Advisor who fails to do so may, at the sole discretion of the Hearing Officer, be required to leave the Hearing.

The parties shall inform the Title IX Co-Coordinator whether they will be accompanied at the Hearing by their Advisor of choice by no later than three (3) business days before the Hearing. If a party has not identified an Advisor, Neumann University will provide one for the sole purpose of conducting cross-examination as discussed below. The Parties may not conduct cross-examination themselves; cross-examination must be performed by an Advisor. If an Advisor is required to leave a Hearing for failure to adhere to the Rules of Decorum or for any other reason, the Hearing Officer shall recess the Hearing until Neumann University appoints an Advisor for purposes of cross-examination. Advisors provided by Neumann University will be

adults with an understanding of the purpose of cross-examination, but will not be attorneys or have training commensurate to attorneys with respect to conducting cross-examination.

6. Hearing Procedures

The procedures here provide the general framework for any Hearing. The Title IX Co-Coordinator or Hearing Officer may alter certain procedures as deemed appropriate in their sole discretion to aid in the equitable resolution of the matter.

a) Recording

The Hearing will be recorded by means of audio recording. Recesses taken or approved by the Hearing Officer, including for the Hearing Officer to consult with the Title IX Co-Coordinator, Investigator or any other Neumann University representative, will not be recorded.

b) Opening Statements

Each Party will have the opportunity to make a brief opening statement lasting no longer than five minutes. The Parties will make any statements themselves, not through their Advisor.

c) Parties

Generally, the Hearing Officer will hear from the Complainant first, followed by the Respondent. Each Party will have the opportunity to provide relevant evidence to the Hearing Officer. The Hearing Officer will ask relevant follow-up questions of each party. Each Party's Advisor will have the opportunity to ask cross-examination questions of the other Party. Advisors are reminded of the importance of adhering to the Rules of Decorum in cross-examining the Parties and any witnesses. The Hearing Officer cannot draw an inference regarding responsibility based solely on a Party's absence from the Hearing or refusal to answer questions.

With respect to cross-examination, Advisors are limited to asking only relevant questions. The Hearing Officer will determine whether questions are relevant prior to the Party answering the question. If the question is deemed not relevant, the Hearing Officer will provide a brief explanation and the question will be precluded. The Hearing Officer's decision is not subject to challenge or objection during the Hearing.

d) Witnesses

A similar process and the same rules that apply to Parties will apply to the testimony of witnesses. Like the Parties, any witness may appear remotely, with technology allowing the Hearing participants to simultaneously see and hear the witness.

The Hearing Officer cannot draw an inference regarding responsibility based solely on a witness's absence from the Hearing or refusal to answer questions.

The Investigator may be called as a witness. At the Hearing Officer's discretion, the Investigator may be asked to testify before the Parties to facilitate an efficient presentation of evidence.

e) Closing Statement

Each Party will have the opportunity to make a brief closing statement. The Parties will make any statements themselves, not through their Advisor.

7. Rules of Decorum

Rules of Decorum apply to the Complainant and Respondent, Advisors and witnesses participating in any Hearing. It is expected that all parties will follow rules of common courtesy and decency at all times. Rules of decorum include being respectful, using the names and pronouns preferred by the individuals involved, keeping cell phones off at all times, no audio or video recording other than what the University is required to record, cross examination questions must be asked from a seated position, and there will be no badgering, shouting, or yelling at individuals. Furthermore, all conduct must be consistent with Neumann University's mission and core values (Reverences, Integrity, Service, Leadership, and Stewardship). Individuals failing to follow the Rules of Decorum may be directed to leave the Hearing, at the Hearing Officer's sole discretion. Although the Hearing Officer may provide warnings or reminders of the Rules of Decorum before such removal, a pre-removal warning or reminder will not necessarily be provided depending on the nature of the conduct in question.

D. Hearing Outcome Letter

Within five (5) business days of the conclusion of the Hearing, the Hearing Officer will issue the Hearing Outcome Letter via email to the Parties.

The Hearing Outcome Letter will include:

- A description of the allegations that lead to the Hearing, as potentially constituting Title IX Sexual Harassment.
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination.
- A statement of factual findings supporting the determination.
- A statement of the conclusions regarding the application of this Policy to the facts.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
- An explanation of the disciplinary sanctions imposed on the Respondent, if any.
- A statement of whether remedies designed to restore or preserve equal access to Neumann University's education program or activity will be provided to the Complainant. Specific remedies will be identified in the Hearing Outcome Letter only to the extent those remedies directly affect the Respondent. The Title IX Co-Coordinator is responsible for implementing such remedies.
- The procedures and permissible bases for the Complainant and Respondent to appeal.

The Hearing Outcome becomes final following the determination of the appeals, if any, or upon the date following the deadline for filing an appeal, if no appeal is pursued. No further appeals of any kind are permitted.

F. Sanctions and Remedies

1. Sanctions

If the Respondent is found responsible for any Title IX Sexual Harassment, the Title IX Co-Coordinator will provide the Hearing Officer with the Respondent's prior conduct record for consideration in the Hearing Officer's assignment of a sanction or sanctions. The range of available sanctions includes:

- a) For students: Corrective disciplinary action may consist of probation, educational sanctions, loss of housing, suspension or expulsion from the University as outlined in the SA 4.02 Student Conduct Process Policy.
- b) For employees: Corrective disciplinary action may consist of a formal (documented) verbal warning, written reprimand, suspension without pay, or discharge from employment as outlined in ER 1.05 Corrective Disciplinary Action.

2. Remedies

The Title IX Co-Coordinator is responsible for the implementation of remedies designed to restore or preserve equal access to Neumann University's education program or activity. While remedies might constitute Supportive Measures, they also might be in the form of Sanctions.

XIII. APPEALS

Either Party may appeal a determination of responsibility (or non-responsibility) as set forth in the Hearing Outcome by submitting a written appeal to the Title IX Co-Coordinator by e-mail within three (3) business days of the Hearing Officer's issue of the Hearing Outcome Letter. Appeals may be based on only one of the following:

- A procedural irregularity that affected the determination of responsibility;
- The existence of new evidence that was not reasonably available at the time of the Hearing that could affect the outcome of the matter; and
- The Title IX Co-Coordinator, Investigator or Hearing Officer had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, that affected the outcome of the matter.

As discussed in Section XI(B), appeals may also be based on the dismissal of a Formal Complaint alleging Title IX Sexual Harassment.

The appeal must be in writing and clearly explain the basis for the appeal. If the appeal is from the outcome of a Hearing, the Parties shall have access to the record of the Hearing to prepare their appeal on such terms as the Title IX Co-Coordinator provides. Upon receipt of an appeal, the Title IX Co-Coordinator will notify the other Party that the appeal has been filed, permitting the party five (5) business days to provide a response, and providing the parties with the identity of the Appeal Officer who will determine the matter. The Party's response will be provided to the appealing party, but no further exchange of positions is permitted.

The Parties may challenge the appointment of the Appeal Officer for bias or conflict of interest by submitting a written objection to the Title IX Co-Coordinator via email within three (3) business days of the Title IX Co-Coordinator issuing the notice. The Title IX Co-Coordinator, in their sole discretion, shall determine whether a new Appeal Officer should be identified.

The Title IX Co-Coordinator will forward the appeal and the other Party's response to the Appeal Officer. The Appeal Officer will evaluate the appeal on the written record and recording of the Hearing, and may seek input from the Title IX Co-Coordinator, Investigator and/or Hearing Officer as deemed appropriate in the Appeal Officer's sole discretion.

For appeals from a Dismissal in Section XI(B), the Appeal Officer will typically issue a written decision on the appeal, including the result and a brief rationale, within five (5) business days of the Appeal Officer's receipt of the appeal materials.

For appeals from a Hearing Outcome, the Appeal Officer will typically issue a written decision on the appeal, including the result and a brief rationale, within five (5) business days of the Appeal Officer's receipt of the appeal materials. If the Appeal Officer determines that:

- A procedural irregularity affected the outcome of responsibility, then the case will be remanded to a new Hearing Officer.
- New evidence exists that was not reasonably available at the time of the Hearing that could affect the outcome of the matter, then the matter will be remanded to a new Hearing Officer.
- The Title IX Co-Coordinator, Investigator or Hearing Officer had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, that affected the outcome of the matter, then the case will be remanded to a new Hearing Officer.

The Appeal Officer's decision is final. No further appeals are permitted.

XIV. RECORDKEEPING

Neumann University will retain records created in connection with a Formal Complaint for seven (7) years. Such records include those relating to any Informal Resolution, the investigation, any determination regarding responsibility (including any audio or audiovisual recording or transcript), any disciplinary sanction imposed, any appeal and any remedies provided to the Complainant designed to restore or preserve equal access to Neumann University's education program or activity.

Neumann University will also document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the education program or activity. If Neumann University provides no Supportive Measures to the Complainant, it will additionally document why such a response was not clearly unreasonable in light of all the known circumstances.

XV. TRAINING

Any individual serving as Neumann University's Title IX Co-Coordinator, Investigator, Informal Resolution Facilitator, Hearing Officer or Appeal Officer will receive training on the this Policy, the scope of Neumann University's education program or activity, how to conduct an investigation and Formal Resolution Processes (including Hearings, Appeals and Informal Resolution, as applicable), and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. Further, they will receive training on questions of relevance, and on preparing an Investigation Report, Hearing Outcome Letter or Appeal decision, as appropriate.

XVI. NEUMANN UNIVERSITY AND COMMUNITY RESOURCES

Community resources for both students and employees:

EMERGENCY RESOURCES: IF YOU BELIEVE YOU ARE THE VICTIM OF SEXUAL VIOLENCE, YOU ARE ENCOURAGED TO IMMEDIATELY SEEK MEDICAL ATTENTION AND/OR ASSISTANCE FROM LAW ENFORCEMENT.

- Aston Township Police Department, 5021 Pennell Road, Aston, PA 19014, Emergency: 911 / Non-Emergency 610-497-2633
- Department of Campus Safety 610-558-5555 or x5555 from a campus phone
- Crozer Chester Hospital, 1 Medical Center Boulevard, Upland PA 19013, 610-447-2000
- Riddle Memorial Hospital, 1068 W. Baltimore Pike, Media, PA 19063, 484-227-9400

The following off-campus resources provide advocacy, legal, financial, and/or counseling assistance:

- Delaware County Women Against Rape, 24-Hour Hotline: 610-556-4342
- Domestic Abuse Project of Delaware County, 24-Hour Hotline, 610-565-4590
- Women Organized Against Rape, 24-Hour Hotline: (215) 985-3333, <http://www.woar.org>
- National Domestic Violence Hotline, 1-800-799-SAFE (7223) OR 1-800-787-3224 (TTY)
- Stalking Resource Center at the National Center for Victims of Crime, 24-Hour Hotline (855) 4-VICTIM (855-484-2846)

Confidential campus resources for students:

- University Counseling Center for Wellness, Location: 603B Convent Road, Phone: (610) 358-4540
- Student Health Services, Location: Bachmann Main Building, Room 235, Phone: (610) 558-5540

Confidential resources for employees:

- First Call Employee Assistance Program, 24/7 toll-free telephone line (800) 382-2377