SEXUAL OR GENDER-BASED VIOLENCE AND HARASSMENT

WHAT YOU NEED TO KNOW
If you have experienced sexual or gender-based violence or harassment, there are multiple channels for obtaining information, assistance, and support to ensure your health and safety, both physical and emotional.

There are also a number of ways to report the incident, should you desire to do so. This resource is intended to provide an overview of your options. Detailed information can be found on the Emory Sexual Misconduct Resources page.

The term “sexual or gender-based violence” is used here as an umbrella term to refer to all prohibited conduct as defined in *Emory University’s Equal Opportunity and Discriminatory Harassment Policy 1.3* and *Sexual Misconduct Policy 8.2*.

Prohibited conduct includes sexual assault (including nonconsensual sexual contact or nonconsensual sexual intercourse, or attempts to commit either), sexual exploitation, dating violence, domestic violence, intimate partner violence, stalking, gender-based harassment, and retaliation against any person for making a good faith report of prohibited conduct or for participating in any proceedings under these policies.

Detailed definitions of these and other key terms, including “consent” and “incapacitation” are set forth in the policies.
IMMEDIATELY AFTER THE INCIDENT
It can be difficult to figure out what steps to take right away, but here are options for help immediately after an incident of sexual or gender-based violence and harassment, including sexual assault.

1. **SEEK MEDICAL ATTENTION.**

You are strongly encouraged to seek medical attention.

**Atlanta campus** students can visit the DeKalb Medical Center Emergency Department, where the hospital has personnel specially trained to conduct medical examinations for sexual assaults, or visit the Emory University Hospital Emergency Department at University Hospital.

For **Oxford students** needing emergency medical assistance, call 911 or go to Newton Medical Center Emergency Department.

For Atlanta campus students needing **nonemergency medical treatment**, call Emory University Student Health Services (EUSHS); for Oxford students, call Oxford Student Health Services (SHS).

### ATLANTA CAMPUS

Dekalb Medical Center Emergency Department | 404.501.5350
Emory University Hospital Emergency Department | 404.712.2000
Emory University Student Health Services | 404.727.7551 ext. 1

**Student Intervention Services (SIS) Team**

404.430.1120 | sisteam@emory.edu

### OXFORD CAMPUS

Newton Medical Center Emergency Department | 770.385.4414
Oxford Student Health Services | 770.784.8376

### GEORGIA RESOURCES

Day League (24-hr crisis line) | 404.377.1428
Day League (free counseling service) | 404.377.1429
Georgia Domestic Violence Hotline (24-hr) | 800.334.2836

Atlanta campus students may also get support from the Student Intervention Services (SIS) Team in Campus Life, which coordinates the university’s response for students in distress, with the goal of providing students with the resources and support they need to succeed.

2. **TALK WITH SOMEONE CONFIDENTIALLY.**

You have resources for immediate emotional support and confidential counseling. Students can call the Respect Program Advocate in the Office of Health Promotion and receive confidential guidance as to what steps to consider for safety, counseling, reporting, and accommodations that you might need right away. Atlanta campus students can also call Counseling and Psychological Services. Oxford students may access services at Counseling and Career Services. Emory employees can call the Faculty Staff Assistance Program (FSAP).

The DeKalb County Day League (formerly DeKalb Rape Crisis Center) also has a 24-hour confidential crisis line and free counseling service. Additionally, Georgia offers a 24-hour Domestic Violence Hotline.

### ATLANTA CAMPUS

Respect Program Advocate | 404.727.1514 ext. 1
Counseling & Psychological Services | 404.727.7450
Faculty Staff Assistance Program | 404.727.4328

### OXFORD CAMPUS

Counseling & Career Services | 770.784.8394

3. **REPORT TO THE POLICE.**

Depending on the location of the incident, the Emory Police Department or a local police authority will assist you. You can initiate a report by calling the Emory Police Department, and you will be connected to the appropriate authorities if the assault occurred outside Emory’s jurisdiction. You can also call 911 and be connected directly to the jurisdiction’s emergency switchboard.

IMMEDIATELY AFTER THE INCIDENT
PRESERVE EVIDENCE.

Whether or not you know that you will pursue a police report or legal prosecution for sexual assault, if the incident occurred within the last 72 hours, you should strongly consider seeking medical care and preserving evidence. You are not obligated to pursue criminal steps if you get a medical examination and collect evidence.

You have the option of going to DeKalb Medical Center Emergency Department, Emory University Hospital Emergency Department, Emory University Hospital Midtown Emergency Department, or the Newton Medical Center Emergency Department for medical assistance and evidence collection.

REPORT TO THE UNIVERSITY.

The university’s process is independent from any criminal process. You may report the incident to Emory’s Title IX Coordinator Supria Kuppuswamy or Director of Equal Opportunity/Title IX Coordinator for Students Judith Pannell.

Alternatively, you can call your resident advisor, any other residence life staff, your supervisor, Emory Human Resources, or Title IX Deputy Coordinators in each school to reach the right officials who handle complaints of sexual or gender-based violence and harassment. If the allegation involves the conduct of an employee, contact Maurice Middleton, Director of Equal Opportunity/Affirmative Action Compliance Officer.

Do not shower or wash your body or clothes before going to the hospital. If you are a student, a university advocate or Campus Life professional can meet you at the hospital and support you through the exam process.

SUPRIA KUPPUSWAMY
TITLE IX COORDINATOR
supria.kuppuswamy@emory.edu | 404.727.8205

JUDITH PANNELL
DIRECTOR OF EQUAL OPPORTUNITY &
TITLE IX COORDINATOR FOR STUDENTS
jpanne2@emory.edu | 404.727.4079

MAURICE MIDDLETON
DIRECTOR OF EQUAL OPPORTUNITY &
AFFIRMATIVE ACTION COMPLIANCE OFFICER
maurice.middleton2@emory.edu | 404.727.9867

In any process to adjudicate sexual or gender-based violence and harassment, the standard of proof that applies is “preponderance of evidence,” and sanctions may include disciplinary action, up to and including suspension, exclusion or, in the case of employment, termination.
SEEKING REMEDIAL AND PROTECTIVE MEASURES
Title IX officials at Emory can arrange for a broad range of protective and remedial measures, including: (1) a “no-contact” directive, which is enforceable through the student conduct codes; and (2) appropriate and available academic, university housing, and or/university employment modifications.

Information you share with Title IX officials will be evaluated to assess individual and community safety consistent with university obligations under federal laws. Remedial measures are available regardless of whether a person decides to pursue a report or investigation under Emory’s policies. Section 8.2.2 of Policy 8.2 provides information about options for protective or remedial measures.

To request remedial or protective/interim measures, contact Judith Pannell, Director of Equal Opportunity/Title IX Coordinator for Students or the Title IX Coordinator designated for your school, listed in Sexual Misconduct Resources or, for employment situations, contact Maurice Middleton, Director of Equal Opportunity/Affirmative Action Compliance Officer.
RESOURCES CITED

EMORY SEXUAL MISCONDUCT RESOURCES
sexualmisconductresources.emory.edu

EMORY POLICIES
1.3 | EQUAL OPPORTUNITY AND DISCRIMINATORY HARASSMENT
policies.emory.edu/1.3

8.2 | SEXUAL MISCONDUCT
policies.emory.edu/8.2

OFF-CAMPUS RESOURCES

DAY LEAGUE (formerly DeKalb Rape Crisis Center)
www.dayleague.org

GEORGIA LEGAL AID
www.georgialegalaid.org

GEORGIA RAPE AND SEXUAL ASSAULT RESOURCES
www.aardvarc.org/rape/states/garp.shtml

GEORGIA NETWORK TO END SEXUAL ASSAULT
www.gnesa.org

HILLANDALE MEDICAL CENTER (Newton County)
www.dekalbmedical.org/hillandale

ADDITIONAL EMORY RESOURCES

CENTER FOR WOMEN
www.womenscenter.emory.edu

CHAPLAIN & RELIGIOUS LIFE (Oxford College)
oxford.emory.edu/life-at-oxfordreligious-spiritual-life

EMORY CAMPUS LIFE
-campuslife.emory.edu

EMORY POLICE DEPARTMENT
www.campserv.emory.edu/epd

FACULTY STAFF ASSISTANCE PROGRAM
www.fsap.emory.edu

OFFICE OF EQUITY AND INCLUSION
www.equityandinclusion.emory.edu

INTERNATIONAL STUDENTS/IMMIGRATION ASSISTANCE
www.emory.edu/isss
oisl.emory.edu

RESPECT PROGRAM
www.respect.emory.edu

RESPECT RESOURCE GUIDE FOR STUDENTS IMPACTED BY
SEXUAL ASSAULT & RELATIONSHIP VIOLENCE
www.respectguide

SPIRITUAL & RELIGIOUS LIFE
www.religiouslife.emory.edu

STUDENT FINANCIAL AID
www.studentaid.emory.edu

TRUST LINE
iad.emory.edu/compliance/trustline