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

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

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

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
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.

Your report will not obligate you to follow through with legal action, or affect your ability to pursue resolution through the university processes (see Report to the University). The criminal process is governed by applicable criminal statutes; the standard of proof is “beyond a reasonable doubt,” and punishment upon findings of guilt are determined by a Georgia court of law.

Regardless of whether you choose to report the assault, 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.

You can contact the following locations for assistance:

**LOCAL POLICE | 911**

**EMORY POLICE DEPARTMENT**
- Atlanta Campus | 404.727.6111
- Oxford Campus | 770.784.8377
- Midtown Campus | 404.686.2597

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

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

**IMMEDIATELY AFTER THE INCIDENT**
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.

**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 and Associate Vice Provost Lynell Cadray or 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.

**LYNELL CADRAY**  
TITLE IX COORDINATOR, ASSOCIATE VICE PROVOST  
lynell.cadray@emory.edu | 404.727.2611

**JUDITH PANNELL**  
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
SEEKING REMEDIAL & PROTECTIVE MEASURES

**CANDLER SCHOOL OF THEOLOGY**
MARY LOU BOICE
mboice@emory.edu | 404.727.6330

**EMORY CAMPUS LIFE**
DONA YARBROUGH
dona.yarbrough@emory.edu | 404.727.2003

**EMORY COLLEGE OF ARTS & SCIENCES**
PRISCILLA ECHOLS
pechols@emory.edu | 404.727.1499

**EMORY SCHOOL OF LAW**
KATHERINE BROKAW
kbrokaw@emory.edu | 404.727.6809

**EMORY SCHOOL OF MEDICINE**
J. WILLIAM ELEY
jeley@emory.edu | 404.712.9979

**EMORY COLLEGE OF ARTS & SCIENCES**
JADA BUSSEY-JONES
jcbusse@emory.edu | 404.778.1614

**GOIZUETA BUSINESS SCHOOL**
HARRIET RUSKIN
harriet.ruskin@emory.edu | 404.727.6644

**LANEY GRADUATE SCHOOL**
CORA MACBETH
cmacbet@emory.edu | 404.727.2611

**OXFORD COLLEGE**
MICHELE HEMPFLING
michele.hempfling@emory.edu | 770.784.8383

**ROLLINS SCHOOL OF PUBLIC HEALTH**
EMILY LAKEMAKER
emily.lakemaker@emory.edu | 404.727.9670

**WOODRUFF SCHOOL OF NURSING**
ARNITA HOWARD
ahoward@emory.edu | 404.712.6826
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, 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.

LYNELL CADRAY  
TITLE IX COORDINATOR, ASSOCIATE VICE PROVOST  
lynell.cadray@emory.edu | 404.727.2611

JUDITH PANNELL  
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
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-oxford/religious-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
equityandinclusion.emory.edu

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

RESPECT PROGRAM
respect.emory.edu

RESPECT RESOURCE GUIDE FOR STUDENTS IMPACTED BY SEXUAL ASSAULT & RELATIONSHIP VIOLENCE
bit.ly/respectguide

SPIRITUAL & RELIGIOUS LIFE
www.religiouslife.emory.edu

STUDENT FINANCIAL AID
www.studentaid.emory.edu

TRUST LINE
iad.emory.edu/compliance/trustline