# Sex Discrimination Policy

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Introduction and The University’s Commitment

The University of the South stands firmly for the principle that its employees, students, and participants of university-sponsored programs and activities have a right to be free from discrimination based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, veteran status, pregnancy and childbirth, and genetic information. As required by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, the University does not discriminate on the basis of sex or other protected categories in the educational programs or activities which it operates. This requirement of non-discrimination extends to admission to and employment in those programs or activities. The University is committed to sustaining a community in which the dignity of every individual is respected. Key to this value are efforts to nurture an environment of civility and mutual respect and to foster a culture of reporting concerns so that the University can respond promptly and equitably whenever an incident occurs. All employees, students, and participants of university-sponsored programs and activities have the right to be free from harassment and retaliation.

Inquiries regarding the application of Title IX may be addressed to:

1. The University’s Title IX Coordinator at:
   Woods Lab 138
   (931) 598-1420
   Email: smgray @sewanee.edu or titleix@sewanee.edu

2. The Tennessee regional Office for Civil Rights of the United States Department of Education Office for Civil Rights, at:
   Atlanta Office
   U.S. Department of Education
   61 Forsyth Street S.W., Suite 19T10
   Atlanta, GA 30303-8927
   Telephone: (404) 974-9406
   Facsimile: (404) 974-9471
   Email: OCR.Atlanta@ed.gov

3. The Assistant Secretary for Civil Rights of the U.S. Department of Education at:
   U.S. Department of Education
   Office for Civil Rights
   400 Maryland Avenue, SW
   Washington, D.C. 20202-1100
   Telephone: 1-800-421-3481
   Email: OCR@ed.gov

Related Commitments

The University is also committed to free expression. Speech not specifically directed against individuals in a harassing way may be protected by traditional safeguards of free speech, even though the comments may cause considerable discomfort or concern to others in the community.
**Scope & Definitions**

**WHAT conduct is covered by this policy?**

This policy covers all forms of sex discrimination and sexual misconduct between students. Sex discrimination is a broad term that encompasses several forms of prohibited conduct. Sexual misconduct is a broad term that includes various forms of sex discrimination such as non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, domestic violence and stalking. All forms of sex discrimination are prohibited conduct under this policy. Prohibited conduct also includes retaliation, complicity, and certain other related forms of sex discrimination. Each of these terms is defined below. Harassment and discrimination concerns unrelated to sexual misconduct are addressed using the [Non-Discrimination, Harassment, and Retaliation Policy](#). You may file a report using one of the reporting forms found on the [Provost's website](#), if your concern falls outside of this policy.

**WHO is subject to this policy?**

This policy addresses matters of sex discrimination involving students at the University. All allegations of sex discrimination or misconduct involving non-student participants in the University’s programs (i.e. Sewanee Writers’ Conference), faculty and staff (i.e. invited speakers, lecturers, contracted workers, etc.) or non-affiliates working on the University campus or in University programs should be reported through the [Non-Discrimination, Harassment, and Retaliation Policy](#).

For purposes of this policy, “student” includes any student who is registered or enrolled in coursework at the University or is participating in an approved study-away or abroad program during or between any academic session (fall, spring, or summer terms).

**WHERE must sexual misconduct occur in order to be covered by this policy?**

Because the University views sex discrimination as deeply inconsistent with a community of caring and trust and likely to have continuing effects within the community, wherever it occurs, this policy applies both to on-campus and to off-campus student conduct. Off-campus conduct falls under this policy when the conduct occurs in the context of a University sponsored or controlled program or where the conduct creates issues of safety on campus.

**WHEN does this policy apply?**

There is no deadline for reporting sexual misconduct under this policy, although delayed reporting may compromise the ability of the University to investigate and remedy the sexual misconduct in question. In order for an action to be taken by the University, a report of sexual misconduct (discussed below) must be filed while the respondent (the person accused/responding to the report) remains under University policy as a student.

**Differences in University and Legal Processes**

The University provides a fair, respectful, prompt, and reasonable process. The University’s disciplinary processes do not and are not intended to afford the same rights of criminal or civil statutes or any other legal authorities. Conduct violations that are also violations of federal or Tennessee law may be referred to the appropriate legal authorities for investigation and adjudication. The University’s process is not a legal process and thus rules of law, evidence, and procedure used in legal proceedings do not apply and will not be used.
Definitions of Sex Discrimination

Sex Discrimination is a broad term that encompasses several forms of prohibited conduct. Sex discrimination includes sexual misconduct such as non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, domestic violence, and stalking. Sexual misconduct is a form of discrimination under federal civil rights laws. Most forms of sexual misconduct also constitute crimes in Tennessee and throughout the United States.

Sexual misconduct offenses include, but are not limited to, the following:

Non-consensual sexual contact is:
- any intentional sexual touching,
- however slight,
- with any object,
- by any person upon any person,
- that is without consent and/or by force.

Sexual contact includes intentional contact with the breasts, buttocks, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth, or other orifice.

Non-consensual sexual intercourse is:
- any sexual intercourse,
- however slight,
- with any object,
- by any person upon any person,
- that is without consent and/or by force.

Intercourse includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

Sexual exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:
- causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such other person;
- invasion of sexual privacy;
- prostituting another individual;
- non-consensual video or audio-recording of sexual activity;
- going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex);
- engaging in voyeurism;
- knowingly transmitting an STI or HIV to another individual;
- exposing one's genitals in non-consensual circumstances;
- inducing another to expose their genitals;
- sexually-based stalking and/or bullying may also be forms of sexual exploitation.

Sexual harassment is:
- unwelcome, gender-based verbal or physical conduct
● that is so sufficiently severe, persistent, or pervasive
● that it unreasonably interferes with, denies, or limits someone's ability to participate in or
● benefit from the college's educational program and/or activities,
● and is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.
Examples include (but are not limited to) attempting to coerce an unwilling person into a sexual relationship; repeatedly subjecting a person to egregious, unwelcome sexual attention; punishing a refusal to comply with a sexually based request; conditioning a benefit on submitting to sexual advances; stalking (see definition below); gender-based bullying; sexual violence; and intimate partner violence.

**Stalking** means 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.

**Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the survivor, by a person with whom the survivor shares a child in common, by a person who is cohabiting with or has cohabited with the survivor as a spouse or intimate partner, by a person similarly situated to a spouse of the survivor under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth survivor who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

**Dating Violence** means violence committed by a person:
● who is or has been in a social relationship of a romantic or intimate nature with the survivor; and
● where the existence of such a relationship shall be determined based on a consideration of the following factors:
  ○ the length of the relationship.
  ○ the type of relationship.
  ○ the frequency of interaction between the persons involved in the relationship.

**Other Definitions Related to this Policy**

**Reporter:** The reporter is generally the person filing the report but can also refer to the person who was named as the victim or survivor in the reporting process.

**Respondent:** A respondent is the person who is accused and is responding to an allegation of misconduct.

**Sexual Misconduct report:** A sexual misconduct report is a report made against an individual, asserting a violation of the University’s sex discrimination policy. A report is usually made by an individual affected by the specific behavior.

**Retaliation** against any person reporting, responding to or participating in a sexual misconduct matter is prohibited. For purposes of this Policy, “retaliation” includes intimidation, threats, harassment, and other adverse action threatened or taken against any reporter or other persons participating in the conduct process. Retaliation should be reported promptly to the Dean of Students Office for undergraduate students, or, in cases of sex discrimination, to the Process Facilitator or the Title IX Coordinator. Reported concerns of retaliation will be investigated by the Director of Community Standards or designee and may result in discipline independent of the sexual misconduct outcome.
Individuals against whom retaliation is prohibited include those who have filed a report of sexual misconduct, been the subject of a report of sexual misconduct, or assisted or participated in any way, as reporter, respondent, witness or otherwise, in the investigation or resolution of an alleged violation of this Policy. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from assisting or participating in any way in the investigation or resolution of a good faith allegation of an incident of sexual misconduct or other prohibited conduct under this Policy. Retaliation may be present even where there is ultimately a finding of “no responsibility” on the underlying sexual misconduct charges. Retaliation may be committed by the respondent or the reporter or by any other individual or group. Such conduct violations will result in disciplinary action.

**Complicity** means any act that knowingly aids, facilitates, promotes or encourages the commission of an incident of prohibited conduct by another person (as established in this Policy and by the EQB Guide).

**Consent** is clear, active, knowing, and voluntary. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.

- Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity.
- Previous relationships or prior consent cannot imply consent to future sexual acts.
- In order to give effective consent, one must be of legal age and not physically or mentally incapacitated.
- Consent can also be withdrawn at any time. It is the responsibility of the person withdrawing consent to communicate, through clear words or actions, that the person no longer wishes to engage in sexual activity.

The clearest consent is affirmative and active! It is the responsibility of the person who wants to engage in a specific sexual activity to make sure that they have obtained effective consent before initiating that activity. Lack of protest or resistance does not constitute effective consent. Silence or passivity does not constitute effective consent. Relying solely on nonverbal communication during sexual activity can lead to misunderstanding and may result in a violation of this policy. The University urges individuals to communicate with one another before engaging in sexual activity to ensure they both wish to engage in the same activity. The University further urges individuals engaged in sexual activity to clearly indicate to their partner what activities they do or do not consent to.

**Force** cannot be used to gain consent. Force is the use of physical violence and/or behavior that a reasonable person would consider to be a threat of harm. Force also includes intimidation (implied threats), and/or coercion. Examples of force include, but are not limited to:

- Physical violence such as unwanted physical contact including, but not limited to, hitting, pushing, kicking, and/or restraining.
- Threats include any words or actions that would compel a reasonable person to engage in sexual activity that they would not otherwise have engaged in.
- Intimidation is an implied threat that menaces or causes reasonable fear in another individual.
- Coercion is unreasonable pressure for sexual activity. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. In evaluating coercion, the University will consider:
  - frequency of the application of pressure;
  - intensity of the pressure;
  - isolation of the person being pressured; and
NOTE: Because passivity is not to be considered consent, there is no requirement that a party resists the sexual advance or request, but resistance is a clear demonstration of non-consent. The absence of resistance does not demonstrate the absence of force.

**Incapacitation** is a state where someone cannot make reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). Consumption of alcohol or drugs alone is insufficient to establish incapacitation. The question of incapacitation is determined on a case-by-case basis. It will include an analysis of whether the responding party knew, or should have known, that the reporting party was incapacitated, or if the responding party played a role in creating the circumstance of incapacity.

Sexual activity with someone whom one should know to be—or based on the circumstances should reasonably have known to be—mentally or physically incapacitated (by alcohol or other drug use leading to unconsciousness or blackout) constitutes a violation of this policy.

This policy also covers a person whose incapacity results from a disability, sleep or unconsciousness, involuntary physical restraint, or from the taking of drugs if the responding party knew, or should have known, of the incapacitating condition or was the cause thereof. Possession, use and/or distribution of substances, including but not limited to Rohypnol, Ketamine, GHB, Burundanga, etc., is prohibited, and administering one of these drugs to another individual is a violation of this policy and amnesty will not be granted to the individual providing the drug.

The University urges individuals to exercise extreme caution before engaging in sexual activity when either or both parties have been consuming alcohol or using other drugs. The use of alcohol or other drugs can lower inhibitions and create confusion as to whether effective consent is present. If there is any doubt about the level or extent of one’s own, or the other party’s, impairment, the safest course of action is to forgo or cease any sexual activity. Being impaired by alcohol or other drugs is no defense under this Policy.

**Important Information about Consent**

- The person desiring to initiate sexual activity is responsible for obtaining effective consent.
- In order to obtain consent, permission must be given prior to or simultaneously with the sexual activity in question.
- Effective consent should never be assumed. Lack of protest or resistance does not constitute effective consent. “No” means no, but nothing (silence, passivity, inertia) also means no. A verbal “No,” even if it sounds indecisive or insincere, should always be treated as a denial of effective consent.
- If there is confusion as to whether effective consent is present (e.g., words, gestures, or other indications of hesitation or reluctance or behavior that could reasonably imply one party has changed their mind about engaging in a particular activity), the parties should stop the sexual activity immediately and verbally communicate with each other to resolve the ambiguity.
- A prior sexual relationship or prior sexual activity, even with the same individual, does not constitute consent to subsequent sexual activity. Past consent does not imply future consent.
- Although effective consent is generally evaluated on the basis of an objective standard (“What would a reasonable person have concluded?”), it may be evaluated on the basis of a subjective standard (“What did this specific person conclude?”) in the context of certain long-term relationships where the evidence...
shows that the parties have an established pattern of communicating consent that deviates from the objective standard.

**Intoxication** - Intoxication is a state induced by the use of alcohol or other drugs that interferes with the person’s ability to use reasonable care. The University regards intoxication as irresponsible behavior both because of its effects on an individual’s ability to exercise sound judgment and because of its potential threats to health and safety. Not only do students incur serious risks for themselves and others when they drink to excess, but also they make themselves legally liable to prosecution, as well as morally responsible, when they contribute to irresponsible consumption by others and dire consequences ensue.

**Roles of Employees Involved in the Process**

**Responsible employee** (also called a Mandatory Reporter) is a University employee who is obligated to ensure a report is made of alleged sexual misconduct to the University, usually by contacting the Title IX Coordinator, a dean of students, or by reporting online to ReportSexualMisconduct.sewanee.edu. Responsible employees/Mandatory Reporters, include faculty, student life staff, residential life student staff members, orientation leaders, FYP mentors, Sewanee police department personnel, coaching staff, supervisors of student employees, domestic and international program leaders, any visiting faculty involved in staffing a summer program, Title IX and deputy Title IX Coordinators, the Vice-Chancellor, and the University Cabinet. A responsible employee who receives a report must report all known details that are received about the alleged misconduct, including the date, time, and location of the alleged misconduct, and the names of: the person who provided the report, the individual who experienced the alleged misconduct, the individual(s) accused of committing the alleged misconduct, and any other person involved in the alleged misconduct. The mandated reporter policy can be found here.

**Confidential resources** are persons required to keep all information disclosed to them confidential within the legal and ethical bounds of their profession. At the University, these individuals include: University Wellness Center licensed professional staff and the ordained University Chaplains. Information disclosed during public awareness events such as Take Back the Night, Posse Plus Retreats, Sewanee Monologues and specially designated IRB-approved projects researching the area of sexual violence or trauma, are considered confidential.

**Process Facilitator:** The University designates a single process facilitator for each report who assists the reporter and respondent of a report. The facilitator is present during a hearing and may also do the following:

- Be available throughout the resolution process;
- Explain available resources for support and/or reporting;
- Explain potential sanctions;
- Provide clarity about the University’s investigation and resolution/hearing processes;
- Interface with support persons for participants;
- Address measures of support in the residence hall, dining hall, curricular and co-curricular experiences;
- Provide information about the appeal process and coordinate the filing of an appeal and response.

If students want information shared with a support person, the student must sign a “Release of Information Waiver.”

**Support Persons:** Support is an important part of the process for participants, and participants can choose any support person—a parent, a mentor, a peer, an attorney, etc.
Support persons are required to adhere to specific ground rules:

1. A support person’s role is limited to providing support, guidance and/or advice to the parties throughout the investigation and resolution of the report.
2. Support persons may be present during investigation procedures, hearing panel or administrative resolution procedures for the limited purpose of providing support, guidance and/or advice.
3. Support persons have a non-speaking role and may not speak on behalf of the parties or otherwise directly participate in the proceedings (see the section on Considerations regarding disability accommodations).
4. Support persons are permitted for both the respondent and the reporter.

The investigator, dean, or their designee may remove or dismiss support persons who become disruptive or fail to abide by the limitations of their participation.

**Dean of Students:** A dean is responsible for receiving and resolving reports, which can include convening a hearing panel, if necessary. The dean may appoint a qualified designee in their place where appropriate.

**Evidence Standard** - The University uses a preponderance of the evidence standard to determine responsibility, which states that if it is more likely than not that the student violated a policy, the student will be found responsible. This standard is lower than the “beyond a reasonable doubt” burden of proof for a finding of guilt under criminal law.

**Relevant Evidence** - Evidence is relevant if reasonable inferences can be drawn from the evidence that shed light on a contested or inconsistent matter.

**University Investigator:** A University Investigator gathers relevant information about an alleged incident that may be a violation of this Policy. Investigators prepare a comprehensive report of information received during the investigation.

**Hearing Panel:** The hearing panel is a trained group of employees that determines whether a preponderance of evidence exists to find that an individual is responsible for a violation of University policy(ies) and recommends an appropriate sanction.

**Title IX Coordinator:** The University has a designated Title IX Coordinator to oversee Title IX compliance, which includes the sexual misconduct process, to ensure reports are resolved in a timely manner.

**Police and Police Investigator:** The Sewanee Police department, including a trained criminal investigator, is available for individuals who wish to make a criminal complaint that may result in a criminal investigation.

**Vice-Chancellor:** The Vice-Chancellor or a designee(s) resolves Appeals, where applicable.

**Reporting Sexual Misconduct**

**Importance of Reporting Sexual Misconduct**

The University strongly encourages individuals who have knowledge of, who have witnessed, or who have experienced sexual misconduct firsthand to report what occurred—both in order to get the support they need and to enable the University to respond appropriately. Under Title IX, once an institution has notice of an act of sexual misconduct, it is required to (1) take immediate and appropriate steps; and (2) take prompt and effective action to
(a) end any misconduct that occurred; (b) remedy its effects; and (c) prevent its recurrence. Although there is no time limit for the filing of a report of sexual misconduct, the University’s ability to respond effectively may be compromised by the passage of time between the occurrence of an incident and the filing of a report.

**Reporting Options**

Anyone who wishes to make a report of an alleged violation of this policy has the following options (the person harmed may report using one or more options if desired):

1. Report to the University;
2. Report to the Sewanee Police Department for on-campus conduct, or to the appropriate police agency with jurisdiction for off-campus conduct;
3. Report to both the University and Sewanee Police Department or other Police Agency
4. Report to the US Department of Education Office for Civil Rights

**Reporting to the University**

University reports can be submitted electronically at [ReportSexualMisconduct.sewanee.edu](http://ReportSexualMisconduct.sewanee.edu) or in person. In person reports can be made to the Title IX Coordinator or Dean of Students Office. Students studying abroad or away can report to the program leader. In addition, electronic submissions for undergraduate students are sent to the Dean of Students Office and copied to the Sewanee Police Department.

The Title IX Coordinator at the University of the South is Dr. Sylvia Gray, 931.598.1420, Woods Lab 138, smgray@sewanee.edu or titleix@sewanee.edu. Dr. Gray is charged with monitoring compliance with the policy according to the Title IX law and regulations. Dr. Gray is also responsible for oversight of Title IX investigations. Questions regarding Title IX, as well as concerns and reports of non-compliance, may be directed to the Title IX Coordinator.

The University supports two types of reports—anonymous and identifiable.

1. **Anonymous Reports:** Reporters (other than University employees mandated to report) may report alleged sexual misconduct *anonymously* online by omitting their name and contact information. In the case of anonymous reporting, the University will not be able to contact reporters to obtain further information about the incident or to offer information or support measures. In addition, the University’s ability to respond to the report will be limited to the information provided. The University nevertheless encourages reporting of sexual misconduct, even anonymous reporting, and will make such use of the reported information as circumstances allow.

2. **Identifiable Reports:** The University will preliminarily gather and review information on all identifiable reports of sexual misconduct. Representatives from the Dean of Students office, Title IX Office, and/or the Sewanee Police Department will promptly reach out to the reporter (or the person reporting on behalf of the individual involved, if the reporter is not the individual directly affected by the conduct) to advise them as to their options. The appropriate University official(s) will obtain additional information about the reported incident, if available, and offer support, assistance and, where appropriate, interim measures to address any immediate concerns for the safety of involved persons and/or the University community.
Where a reporter requests an investigation of a violation of this Policy, the investigation will follow the steps under the heading of “Initiation of the Investigative Process.”

Requests for Confidentiality

If the reporter requests confidentiality—e.g., requests that the information contained in the report be maintained confidentially, that no investigation be conducted, and/or that no disciplinary action be taken—the leadership with whom this information has been shared will consult with the Title IX Coordinator for further evaluation as to whether that request can be honored.

1. The University will attempt to honor the reporter’s request if it can do so without compromising the safety of the reporter, third parties identified in the report, or the broader University community. In order to make this determination, the University will weigh the request for confidentiality against the University’s obligation to provide a safe, nondiscriminatory environment for the entire University community.

2. When evaluating a request for confidentiality, the University will consider a range of factors to determine whether the alleged respondent will commit additional acts of sexual misconduct or other misconduct. The presence of one or more of these factors could lead the University to determine that it must investigate the incident and, if appropriate, pursue disciplinary action against the alleged respondent. Factors include but are not limited to:
   ○ whether there have been other sexual misconduct reports about the same alleged respondent;
   ○ whether the alleged respondent has a history of arrests or records from a prior school indicating a history of engaging in sexual misconduct;
   ○ whether the alleged respondent threatened further sexual misconduct or other misconduct against the reporter or others;
   ○ whether the sexual misconduct was committed by multiple respondents;
   ○ whether the sexual misconduct was perpetrated with a weapon;
   ○ whether the reporter is a minor (under the age of legal consent);
   ○ whether the University possesses other means to obtain relevant evidence of the
     ○ alleged sexual misconduct (e.g., security cameras or personnel, physical evidence);
   ○ whether the report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group; and/or
   ○ whether there is any other evidence suggesting predatory behavior by the alleged respondent(s).

3. If the University honors a request for confidentiality, the reporter should understand that the University’s ability to meaningfully investigate the incident and pursue disciplinary action against the alleged respondent may be severely compromised. The University may nevertheless take steps to limit the effects of the alleged sexual misconduct and prevent its recurrence without undermining the request for confidentiality by, for example, increasing monitoring, supervision and/or security at locations or activities where the sexual misconduct was alleged to have occurred; providing training and education for students and employees. Additionally the University can offer support measures as appropriate.

4. If the University cannot honor a request for confidentiality, the University will share the reported information only with (1) those individuals who are responsible for handling the University’s response, and (2) those individuals with whom the University must share information in order to conduct an effective investigation and/or implement an effective response so as to address any threat to
the safety of the University community. In any case, the University will inform the reporter, in advance, how the University intends to proceed, with whom the reported information will be shared, and whether and to what extent the reporter’s identity can be protected.

Amnesty Policy for Reporting Incidents of Sexual Misconduct to the University

Alcohol and other drug violations disclosed in a report of sexual misconduct: Sometimes reporters or witnesses are hesitant to report to University officials or participate in report processes because they fear that they themselves may be charged with policy violations, such as drug or alcohol use at the time of the incident. It is in the best interest of this community that students feel safe to come forward to share what they know. To encourage reporting, the University offers students reasonable amnesty from being charged for alcohol or drug policy violations related to the sexual misconduct incident. For more information, see the Good Samaritan and Medical Amnesty Policy in the EQB Guide.

Reporting to the Police

Sexual misconduct may constitute a criminal offense as well as a violation of this policy. Incidents that occur on campus fall within the jurisdiction of the Sewanee Police Department. Individuals who have been harmed are urged to report sexual violence immediately to the police, in addition to the University. The police have legal power to issue search warrants to collect forensic evidence, and are also able to assist in obtaining a court order of protection. Individuals may contact the police in any of the following ways: (1) they can go to the Sewanee Police Department on Alabama Avenue and speak with an officer; (2) they can dial 911 for immediate emergency assistance or report directly to the Sewanee Police Department, by calling 1111; (3) if they seek medical attention, they may ask a staff member or medical personnel to call the police on their behalf; or, (4) they can utilize the LiveSafe Application when downloaded on a mobile device. If requested, the Dean of Students’ staff can arrange and/or attend a meeting between undergraduate students and the police for purposes of filing a report.

Criminal investigations are separate and independent from University investigations. If a student has filed a University report, the University will attempt to coordinate its investigation with that of the police to the extent possible. The University may delay its investigation temporarily while a law enforcement agency is gathering evidence so as not to interfere with their investigation, but the University will not wait for the conclusion of a criminal investigation or criminal proceedings before commencing (or completing) its own investigation. It is also important to remember that the definition of sexual misconduct under this Policy and the related definitions under criminal statutes are not the same, and that the burden of proof for a finding of responsibility under University policy—a “preponderance of the evidence”—is lower than the burden of proof for a finding of guilt under criminal law—“beyond a reasonable doubt.” For these reasons, the outcome of any criminal investigation will not determine the outcome of any proceedings under this policy or vice versa.

How to file a report with the Office for Civil Rights (OCR)

Individuals with complaints of a sexual nature also have the right to file a formal complaint with the United States Department of Education, the federal governing body in charge of enforcing Title IX:

Office for Civil Rights (OCR)
400 Maryland Avenue, SW
Washington, DC 20202-1100
Note: Federal laws prohibit the taking of retaliatory measures against any individual who files a complaint in good faith.

**Note on False Reports:** The University will not tolerate intentional false reporting of incidents. It is a violation of the Honor Code for students and expectations for professional conduct of faculty and staff to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

**Requesting Support Measures**

Students seeking support measures should speak with the Title IX Coordinator or the Dean of Students Office, who will evaluate and, if warranted, coordinate appropriate measures. University officials may need to take protective measures to ensure a safe and nondiscriminatory environment even when the involved parties do not specifically request the measures. Students studying away or abroad should request support from the program official or the University of the South's Dean of Students Office.

The specific support measures implemented and the process for implementing those measures will vary depending on the facts of each case. The Title IX Coordinator and/or appropriate official will consider, among other factors: the specific need of the reporter or respondent; the severity or pervasiveness of the allegations; any continuing effects on the reporter or respondent; the age of those involved if they are a minor; and whether the reporter and respondent share the same residence hall, class, athletic team, on-campus job location, etc.

Support measures should provide continued access to education programs. Support measures, which may be implemented after consultation, may include, but are not limited to:

- No-contact order between respondent and reporter
- Limiting access to certain college facilities or activities
- Limiting access to campus or areas of campus
- Alteration of class schedules
- Alteration of on or off campus housing arrangements
- Removal from on-campus housing
- Changing campus work schedules or job assignment
- Suspension from on-campus employment
- Suspension from athletic teams or other student organizations
- Requesting consideration of faculty for additional time or rescheduling of exams, papers, or other assignments
- Provisional suspensions or restrictions in extraordinary circumstances
- Taking an incomplete in a class
- Authorized withdrawal from a class
- Withdrawal from study away or abroad programs
- Alternative course completion options
- Voluntary leave of absence
- Access to counseling services
- Providing a police escort to ensure safe movement between classes and activities
- Increased security at specified locations
- Providing academic support services
- Any other reasonable remedy that can be tailored to the involved individuals

When reporter and respondent are undergraduate students who are members of the same organization or athletic team, a dean of students or designee will consider ways to permit both students to continue participation. However when such compromise is not possible, the Title IX Coordinator or their designee has the discretion to determine whether an involved student can continue participation.

**No-Contact and Protective Orders.**

A No-Contact Order is issued by the University and directs parties (generally the reporter and respondent(s)) to refrain from having in-person or electronic contact with each other, directly or through proxies. A University-issued No-Contact Order is enforceable through the University’s conduct processes. The No-Contact Order is not the same as an Order of Protection/Protective Order, which must be obtained through the court system and is enforceable by law enforcement and the court.

If an involved individual represents an ongoing threat to the health or safety of a reporter of sexual misconduct, it may be possible for the reporter to obtain a court-ordered emergency or preliminary protective order. These orders are temporary, and they may be issued if the judge believes that there is an immediate threat to health or safety. Later, after a full hearing, the court may agree to issue a “permanent” protective order in appropriate cases. Protective orders are separate and distinct from University-issued no-contact orders. Protective orders may be obtained only from a court of law, and their violation may result in criminal charges. A student who wishes to seek a protective order should contact the Sewanee Police Department. No-contact orders may be obtained directly from the Dean of Students Office for students and are enforceable through the University policy and code of conduct.

**Reporting Violations of Support Measures to the University.**

All individuals are encouraged to report concerns about the failure of another individual to abide by the provisions of a support measure. Failure to abide by restrictions imposed by a support measure may result in disciplinary action independent of the outcome of the sexual misconduct process.

**Initiation of the Investigative Process**

**Who May File a Sexual Misconduct Report**

As noted in the “Reporting Sexual Misconduct” section above, anyone with knowledge of sexual misconduct is encouraged, and some University officials are mandated, to report the misconduct. Any individual who is the subject of alleged sexual misconduct by a student may file a report against a student for an alleged violation of this policy.

**Confidentiality within Investigations**

Throughout the process of investigation and resolution of a report of sexual misconduct, reasonable efforts will be made to maintain individuals’ confidentiality. At different times in the process, however, it may be important to discuss the alleged incident with witnesses and/or others who have information that is pertinent to the case, or on a need-to-know basis. All involved parties in the process are strongly urged to use discretion in discussing the incident or the identities of other students involved in the process. In a small community, public discussion of sexual misconduct cases can be very hurtful and deter others from reporting sexual misconduct.
Additionally, sharing information about the conduct of involved parties with others who are not necessary to the investigation or resolution may form the basis for a finding of retaliation.

**Expectations of Reporters and Respondents**

**Expect To:**

- Have your report and your response heard in accordance with University policy and procedures.
- Receive information about your options and about the Title IX process.
- Have opportunities to ask questions pertaining to the Title IX investigation and resolution process at any time.
- Be informed of and have access to campus services, including confidential resources and support measures.
- To know, and where applicable, challenge for good cause who will serve in any role of the investigative and resolution processes.
- Have one Support Person of your choice present during all meetings.
- Choose not to actively participate in the investigation process or withdraw from participation in an investigation at any time with the understanding that the investigation and resolution process may move forward to completion without your participation.
- Have reasonable time to review and respond to investigative reports and appeal documents.
- Submit questions for consideration for any of the parties involved in the investigative or hearing process
- Hear and respond to all information presented in a hearing process
- Be informed in writing of the outcome/resolution, any sanctions imposed, and the rationale for the outcome, where permissible.

The aforementioned list of expectations is not exhaustive. Please review this policy or see Title IX web page for more information. You may also contact your process facilitator or the Title IX Coordinator for additional questions.

**Resolving a Sexual Misconduct Report**

**Submission of Reports**

Submission of a report will result in a resolution process, which typically includes the following:

- Preliminary Information Review
  - Review of Options and Resources
  - Support Measures/Notice of individual or mutual support measures (where applicable)
- Notice of Violation and Investigation
- Investigation Procedures
  - Preliminary Report
  - Review and Response Period
  - Final Investigative Report
  - Hearing
  - Outcome
- Appeal

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1 Reasonable deviations from these procedures by the University will not invalidate a decision or proceeding unless significant prejudice to a student is caused by such deviation.
Delegation: Any University official with responsibility under this policy may delegate their responsibility to another University official to avoid an actual or apparent conflict of interest, to ensure a fundamentally fair process, or to ensure that the process is completed in a timely manner. Any investigation may be delegated to an external investigator by the Title IX Coordinator in consultation with other appropriate University leadership when necessary, to ensure an impartial and/or timely investigation.

Multiple Reports Filed: If a second or multiple reports are filed against a respondent before the initial report is resolved, the Title IX Coordinator in consultation with other University officials shall have the discretion to determine how to proceed with investigation of the complaints.

Multiple Respondents: In the event the report involves more than one respondent, the Title IX Coordinator in consultation with other University officials shall have the discretion to determine how to proceed with investigation of the complaints against multiple respondents.

Preliminary Information Review

Review of Options and Resources: Following the submission of a report of sexual misconduct, the Title IX Coordinator or other University official will meet with the reporting party, and person harmed if different, to review available resources and options (see section on Requesting Support Measures). Additional preliminary information, including written statements, reports and/or other information about the incident may also be discussed. Preliminary information reviews can be used for determining the need for support measures or an investigation. Where the reporter does not want to proceed with an investigation, the Title IX Coordinator will determine whether to proceed without the reporter’s participation, considering the risk involved to the campus community (See Confidentiality Section).

Involved parties are not obligated to participate in the investigative process. In addition, filing a report does not obligate the reporter to participate in an investigative process; however, participation is highly encouraged of all involved parties.

Support Measures/Notice of Individual or Mutual Support Measures (where applicable): A preliminary information review provides an opportunity for the reporter (person harmed) to address concerns about their experience to the Title IX Coordinator or University official. The reporter may request support measures even if they do not wish to pursue an investigation. (See section on Requesting Support Measures Section).

Notice of Violation and Investigation

Once a determination is made that an investigation will occur, the respondent and reporter will be notified of the charges and that an investigation will commence. Once an investigation is initiated and before the respondent is interviewed, the Dean of Students Office will notify the reporter and the respondent, in writing, of the commencement of an investigation. Such notice will:

1. identify the reporter and the respondent;
2. specify the date, location and nature of the charges to the extent known;
3. identify the investigator;
4. identify the process facilitator;
5. explain the prohibition against retaliation against any person involved in the investigation;
6. instruct the parties not to destroy any evidence (including electronic evidence and photographs) in any format; and
7. provide a copy of this policy.

**Investigation Procedures**

**Preliminary Report:** In the majority of cases, an investigation is initiated at the reporter’s request. When the incident reported indicates conduct that is pervasive, or if established would constitute a significant threat to campus safety, the University reserves the right to initiate interim measures and/or conduct an investigation even if a reporter does not wish to participate. The investigator will commence a prompt, thorough, fair, impartial, and reliable investigation. The investigator will meet separately with both the reporter and respondent as well as any identified witnesses. The investigator will gather initial information and ensure that the reporter and the respondent have submitted a written statement regarding the incident. The investigator will review each statement with the individual submitting it and share it with the other party. As determined by the investigator, only those identified witnesses who have immediate direct knowledge of the event will be interviewed or asked to provide a written statement. The investigator will share witness responses with the involved parties. The investigator will make an audio recording as well as notes on each of these meetings.

The respondent, upon learning of the initial report and at any time prior to the completion of an investigation and the receipt of the investigator’s final report, may elect to terminate the investigation by accepting responsibility, via written statement, for the conduct alleged. If the respondent accepts such responsibility, the investigation will conclude and a final investigative report will be made available to the reporter, respondent, advisor if applicable, and the Dean of Students Office. The case will be referred to the Dean of Students who will proceed with a resolution. In cases where the respondent does not accept responsibility, the investigator uses statements and other evidence submitted by the reporter, the respondent, and all witnesses to produce a preliminary report that will be made available for review and response by the reporter and respondent.

**Review and Response Period:** Once a preliminary report is produced, the investigator simultaneously makes electronic copies of the report available to the reporter and respondent (and advisor for either party if requested and a waiver has been signed), for review and response. Due to the draft nature of a preliminary report and in an effort to maintain confidentiality of the investigative process, these electronic copies may not be downloaded or shared. The reporter and respondent will receive a PDF copy of the final report. Each of the parties may submit a written statement to the investigator within three (3) days of the date on which the investigator’s report was provided to them. The purpose of such statements is to allow the parties an opportunity to address any perceived factual errors or omissions in the investigator’s report and to disclose any evidence that was not previously known or available to the investigator. The investigator will review statements and any additional evidence provided to evaluate relevance and if relevant make the appropriate updates to the preliminary report. If new evidence or information is to be included in the report, that information will be shared with the other party who will be provided an opportunity to review and respond to the new information. Review and Response Statements will be added to the final report. Both parties will be notified of when the review and response period begins and ends as well as the approval of any requests for extension of time to respond. The investigator will offer a final opportunity to meet with both parties regarding their Review and Response statement before the report is finalized.

**Final Investigative Report:** After the reporter and respondent have reviewed the preliminary report and submitted responses if any, the investigator produces the final investigative report. The final investigative report will set out the facts provided to the investigator, will summarize the information obtained through the investigation, and, where available, will have copies of relevant supporting documentation. Once it is final, the report is submitted to
the Dean of Students for resolution. The investigator simultaneously makes copies of the final investigative report available to the reporter, respondent and advisor where a waiver has been signed. Hard copies of the final report may be requested from the Title IX Coordinator.

Once the final investigative report has been submitted to the Dean of Students Office for resolution and to the reporter and respondent, the investigation is deemed closed. No additional information or evidence will be considered except in extraordinary circumstances where it is established that the information or evidence was not available to the party wishing to introduce the additional information or evidence and could not have been discovered or obtained through reasonable diligence in the course of the investigation.

**Past sexual history**: The past sexual history or sexual character of a party will not be deemed relevant in the investigation or hearing unless such information is determined to be relevant by the investigator and/or Title IX Coordinator.

**Prior conduct violations**: Previous conduct violations of the involved parties are not generally relevant. However, a University official may supply previous conduct information to the investigator if:

- The previous incident was substantially similar to the present allegation, or
- Information indicates a pattern of behavior and substantial conformity with that pattern by the involved individuals.

Previous conduct information may also be provided to a hearing panel if relevant to determining an appropriate sanction in the present case.

**Hearing**

Once the Dean of Students receives a final investigative report, that official (or a designee) will determine if there is sufficient evidence to warrant a hearing with a Hearing Panel. The Hearing Panel is the only option for resolution in cases of non-consensual sexual intercourse, non-consensual sexual contact, or cases of dating violence and domestic violence unless the respondent accepts responsibility for the charges.

**Notice on insufficient evidence**: In rare cases, the Dean of Students or designee may determine that there is insufficient evidence to proceed to a hearing. This determination may be made only where the University official, upon review of the final investigative report, determines that even if all of the information provided by the reporter is true, there is insufficient information to establish a violation of this policy by a preponderance of the evidence.

**Hearing panel**: The hearing panel is chaired by the Dean of Students (in all cases where the respondent is a student). If either involved party objects to the chair based on conflict of interest or perceived bias, the involved party must convey their concern in writing to the Title IX Coordinator within 24 hours of receipt of a hearing notice that designates the Chair. The Title IX Coordinator will determine whether the chair has a demonstrable personal bias for or against either involved party and, if so, a new chair will be designated. The Title IX Coordinator determination is final. The chair will select at least two hearing panelists to hear the case. The chair will avoid selecting panelists who have a close relationship with the involved individuals or who are closely connected to the issue being reviewed and who might have a difficult time rendering an impartial decision. If either involved party objects to a panel member based on conflict of interest or perceived bias, the involved party must convey their concern to the chair in writing within 24 hours of notice of the make-up of the hearing panel. The chair will make a determination whether the panelist has a demonstrable personal bias for or against either involved party. If so, a new panelist will be assigned. The determination of the chair is final.
The chair and any panel member is also expected to recuse themselves if there is a conflict of interest or difficulty in rendering an impartial decision.

Hearing Panel Review Process

- The involved parties are provided at least five (5) days’ notice prior to the convening of the hearing panel.
- Hearings are audio recorded and will be made available to either involved party by request in the event of an appeal. The hearing panel deliberations are not recorded.
- No later than 24 hours before the start of the hearing, each party may submit to the chair for consideration any questions they wish to have asked of the other party. The chair shall determine if the questions are material and relevant – does the question aid the hearing panel in determining any fact in dispute, including determining the credibility of the involved parties or witnesses. The chair shall also have the responsibility to ensure that relevant and material questions are worded in a manner that is not intended to harass or intimidate the party to whom the question is posed. Questions determined to be relevant and material will be asked by the chair or another panel member.
- Each party will be able to hear the testimony of the other party and any witnesses who may be present for the hearing. Witnesses will not be present for or hear the testimony of the involved parties or other witnesses. Involved parties will not be permitted in the same room during the course of the hearing, but the audio of the hearing will be streamed in real time to the room where the party who is not being questioned is waiting.
- The chair will commence the hearing by providing a statement of expectations on how the hearing will be conducted and receiving the agreement of the involved parties.
- The reporter shares an opening oral statement, followed by questions from the chair or hearing panelists, including questions deemed relevant and necessary that were submitted by the respondent. The respondent will then have a short period of time to submit any additional questions. The chair will determine if the additional questions are relevant and necessary to a determination of the facts and/or to credibility and will ask questions the chair deems appropriate. The reporter then returns to their waiting area.
- The respondent shares an opening oral statement, followed by questions from the chair or hearing panelists, including questions deemed relevant and necessary that were submitted by the reporter. The reporter will then have a short period of time to submit any additional questions. The chair will determine if the additional questions are relevant and necessary to a determination of the facts and/or to credibility and will ask questions the chair deems appropriate. The respondent then returns to their waiting area.
- The chair and hearing panelists may choose to hear from witnesses that they deem most relevant. The chair and hearing panelists will make that determination based upon the final report and the oral statements from the reporter and the respondent.
- After the chair and hearing panelists have completed their questions of a witness, the reporter and respondent will have a short period of time to submit any additional questions. The chair will determine if the additional questions are relevant and necessary to a determination of the facts and/or to credibility and will ask questions the chair deems appropriate.
- After the reporter and respondent and any witnesses are questioned, if necessary, the chair and hearing panelists may recall the reporter, respondent, or any witness for further questioning.
- The witness will then be dismissed.
- The reporter shares a closing statement.
- The respondent shares a closing statement.
- The involved parties are then dismissed individually and the chair and hearing panel meet in private to deliberate.
- The chair and hearing panel carefully evaluate and weigh evidence to determine responsibility based on a preponderance of evidence (i.e. what more likely than not occurred).
● If the respondent is found responsible, the hearing panel will recommend an appropriate sanction to the chair.
● The chair makes a final decision about sanctions, if applicable, and notifies both parties of the decision and sanctions, including the rationale for the outcome. Where credibility of the parties is an issue in determining preponderance of the evidence, the rationale will include an explanation of how the panel resolved questions of credibility.

**Outcomes:** The chair of the hearing will provide written notification to the reporter and respondent of the determination of responsibility, the rationale, as well as any sanctions that may apply. Proceedings and decisions will not be disclosed to those outside of the hearing except on a need to know basis. The reporter has a right to be informed of the outcome, in writing, and to be informed of any sanctions that directly relate to them, and essential findings supporting the outcome.

The University may release publicly the name, nature of the violation, and the sanction for any student who is found in violation of a University policy that is a "crime of violence," including: arson, burglary, robbery, criminal homicide, sex offenses, assault, intimidation (which may encompass stalking and/or bullying), hazing, destruction/damage/vandalism of property, and kidnapping/abduction. The University will release this information to the reporter in any of these offenses regardless of the outcome.

**Sanctions**

**A range of sanctions includes but is not limited to:**

● Continuation of support measures.
● A letter of reprimand can be issued for any violation of policy;
● Community Service
● Probation
● Limitations on Residential or Co-curricular Engagement such as removal from or limitations on access to a specific residence hall, Greek facility, or a co-curricular program;
● Required meeting with an administrator to facilitate mentorship and accountability;
● Completion of Educational or Training Programs;
● Evaluation by Health or Mental Health Professional: A requirement that the respondent be evaluated by a health or mental health professional and comply with any treatment recommendations prior to returning to the University (if a period of suspension is imposed) or as a condition of continued enrollment/employment at the University
● Prohibition from participation in graduation, gowing, or other public ceremonies;
● Suspension: separation from the University for a specified period (not less than 1 academic semester), which includes loss of all tuition, fees, coursework, and other privileges of an enrolled student regardless of the time in the semester when the sanction is imposed.;
● Indefinite Suspension: separation from the University for an indefinite period, which includes loss of all tuition, fees, coursework, and other privileges of an enrolled student, regardless of the time in the semester when the sanction is imposed.; and
● Expulsion

When deciding on an appropriate sanction, the chair and the hearing panel may consider any record of past incidents of misconduct, at the University or elsewhere, including violations of the Code of Conduct, as well as the number, timing, nature, and severity of such past incident(s). They may also consider, as part of their deliberations, whether a given sanction will (a) bring an end to the policy violation in question, (b) reasonably prevent the recurrence of a similar violation, and (c) remedy the effects of the violation on the reporter and the University.
community. For more information on student sanctions and details about probation, suspension, and expulsion, visit the sanctions page on the Dean of Students website.

**Appeals**

Appeals of sexual misconduct outcomes are decided by the Vice-Chancellor. In such cases of sexual misconduct, either party may appeal the decision and/or the sanction. Appeals in these cases are limited to one or more of the following bases:

- there is new information not reasonably available at the time of the investigation or hearing that substantially alters the original decision of the case; and/or
- procedural error, which had a bearing on the original decision; and/or
- information demonstrating that there is no way a reasonable person could have arrived at decisions similar to the original decision absent bias.

If an individual wishes to appeal a decision, such an appeal must be submitted in writing to the Process Facilitator within three (3) days of the date of the outcome letter. If there is an appeal, it will be shared with the other party. The other party will have three (3) days to submit a response in writing to the Process Facilitator. The Process Facilitator will forward the appeal, any response from the other party, and the hearing record to the Vice-Chancellor. The Process Facilitator or designee will notify both parties of the submission of the appeal.

**Process for Reviewing an Appeal**

The Vice-Chancellor may review an appeal directly or appoint a board to review the appeal. If a board is appointed to review the appeal, the chair of that board will make a recommendation to the Vice-Chancellor for a final determination. Reviewing an appeal includes an examination of the full investigation and hearing record, the outcome, sanctions, the written appeal, and any response to the appeal.

**Decision on Appeal**

The Vice-Chancellor may choose to affirm the action of the chair, to affirm the decision but to change the sanction, to refer the case back to the chair and hearing panel for further consideration, or to reverse the decision. The Vice-Chancellor shall notify the parties, in writing, of the final action on the appeal within 30 days of receipt of the appeal materials from the Process Facilitator. Where there is a need to extend the 30-day review period of the appeal, the Vice-Chancellor will provide notice of the need for an extension to the involved parties, the Process Facilitator, and the Title IX Coordinator prior to the close of the initial 30-day period. The notice of extension will include the new expected date of the appeal outcome.

Note: Involved parties are afforded only a single appeal. Once an appeal is submitted and concluded, the disciplinary process ends and the decision is final.

**Parental Notification**

The University reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, change in student status, or conduct situation, particularly alcohol and other drug violations. The University may also notify parents/guardians of non-dependent students who are under age 21 of alcohol and/or drug policy violations. The University may contact parents/guardians to inform them of situations in which there is a
significant and articulable health and/or safety risk. The University also reserves the right to designate which University officials have a need to know about individual conduct reports pursuant to FERPA.

**Sexual Misconduct Process Flow Chart**
Considerations

Students with Disabilities

Student Accessibility Services (SAS) works to ensure that those with disabilities are afforded an equal opportunity to participate in and benefit from the programs, services, and activities at the University of the South. SAS provides accommodations, consultation, and advocacy for qualified students with disabilities. Students seeking accommodations are required to self-identify their disability and need for accommodations with SAS. Students may self-identify at any point during the semester. Determination of student eligibility to request reasonable accommodations is made by SAS staff. SAS works collaboratively with students, faculty, and staff to create an inclusive educational environment for students with disabilities. SAS values relationships with students and seeks to promote pride in the value of one’s disability-related experience and empowers students to self-advocate by providing them with the necessary skills and support. Students seeking accommodations should contact Student Accessibility Services by phone at (931) 598-1229 or email at sas@sewanee.edu.

Support and Other Resources

If you need additional resources and support, please see the items listed below:

Confidential Resources for Reporting and Support:

- University Wellness Center 931.598.1270 or 931.598.1700 after normal business hours (medical and counseling services are available for undergraduate students)
- Any ordained clergy when information is disclosed to the clergyperson in their professional capacity (931-598-1274, All Saints Chapel).
- Haven of Hope (Domestic Shelter/Advocacy Center) 931.728.1133
- The RAINN Hotline (Rape, Abuse & Incest National Network) 800.656.4673 or chat hotline at online.rainn.org
- You may also contact the Chattanooga Rape Crisis Center 423.755.2700. It is your choice to notify law enforcement.

Other Resources for Reporting and Support:

- Southern Tennessee Regional Health System (Sewanee Hospital 931.598.5691 or Winchester Hospital 931.967.8200). While reporting to a healthcare professional is confidential, the medical staff is obligated to notify law enforcement when injuries are life threatening or if injuries result from the use of a weapon (T.C.A. § 38-1-101)
- For peer and professional support options, please refer to the Title IX webpage.
- You may report to any University mandated reporter such as faculty, staff, lay persons working in the Chaplain’s office, or student leaders such as proctors, FYP mentors, or orientation leaders.
- Call 911 (emergency) or the Sewanee Police Department at 1111 (non-emergency) for support from law enforcement.
- You can also use extension 1111 to be routed to a professional staff member who can contact the Dean-On-Call after normal business hours

If you feel that you or someone you know is a victim of sexual misconduct or that there has been a violation of Title IX or the sexual misconduct policy, please contact:

Title IX Coordinator, Dr. Sylvia Gray at 931-598-1420, smgray@sewanee.edu, or titleix@sewanee.edu. Dr. Gray is located in Woods Lab 138.