



Addressing Sexual Misconduct The Butler Way: A Summary of The Butler University Sexual Misconduct Policy

Prohibited Conduct

All forms of sexual misconduct are prohibited at Butler. Sexual misconduct includes sex- and gender-based discrimination and harassment, sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, and stalking.

Scope of the Policy

The Policy applies to students, employees, and third parties. It addresses conduct that takes place in the context of any University employment or education program/activity on or off campus, as well as conduct that takes place outside of the University context, but has continuing adverse effects that create a hostile environment in the University context.

Responsible Employees

Most University employees, including student employees, have an obligation to report to the University when they are made aware of sexual misconduct. This is to ensure that the person who has experienced sexual misconduct is safe and aware of their rights, options, and resources. It also helps ensure that the campus community is safe.

Confidential Employees

Some University employees do not have an obligation to report when they are made aware of sexual misconduct. For a list of these employees and their contact information, please see www.butler.edu/sexual-misconduct.

Reporting a Violation of the Policy

A person who has experienced sexual misconduct is encouraged, but not required, to submit a report to the University. Reporting to the University (including disclosing to a responsible employee) **does not** automatically result in a University Administrative Investigation Process.

Resources

There are many resources available on campus for both Complainants (those reported to have experienced sexual misconduct) and Respondents (those alleged to have engaged in sexual misconduct). The Title IX Coordinator can connect each party to resources as needed.

Immunity

Any student who makes a report of sexual misconduct or participates as a witness will be offered immunity from disciplinary action for policy violations related to personal use of alcohol or other drugs, provided that such violations did and do not put the health and safety of another person at risk.

Retaliation

Retaliation (taking material adverse action against someone for participating in the process) is **prohibited**. Engaging in retaliatory conduct could result in disciplinary action.

Privacy

The University takes its obligation to safeguard privacy very seriously. Information related to reports of sexual misconduct will only be shared with those at the University who have a legitimate need to know.

For more information, please visit www.butler.edu/sexual-misconduct