



Civil Rights Equity Grievance Resolution Process for Faculty, Students and Staff

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POLICY STATEMENT

Butler University desires to have an educational and working environment free from discrimination. Discrimination of any kind is not acceptable behavior at Butler; it is inconsistent with the commitment to excellence that characterizes Butler University’s activities. This policy specifically covers all civil rights matters for all faculty, students and staff when a complaint is brought to the attention of the University.

REASON FOR POLICY

This policy is the only process that outlines investigative and grievance procedures for violations of federally protected civil rights for Butler University. This policy has specific authority over civil rights matters for all faculty, students, staff, contractors, and visitors when a complaint is brought to the attention of the University.

ENTITIES AFFECTED BY THIS POLICY

Institutional Wide (Faculty, Students, Staff, Contractors and Visitors)

Note: This policy replaces the following University policies, or specific portions herein, that were in place prior to its adoption:

- 1) Anti-Harassment Policy and Complaint Procedure – Effective date June 1, 2007
- 2) 20.30.90 Anti-Harassment, Consensual Relationship, Workplace Violence Policy (Faculty Senate Handbook)
- 3) 20.30.95 Non-Discrimination Policy (Faculty Handbook)
- 4) 20.30.100 Grievance Policy and Procedures Policy (Faculty Handbook – as it pertains to any grievance procedure over which this policy has expressed authority.)
- 5) XIV. Harassment and Nondiscrimination (Student Handbook – 2013-14)
- 6) 50.70 Appendix G: Statement on Anti-Harassment, Consensual Relationship and Workplace Violence (Faculty Handbook – as it pertains to any grievance procedure over which this policy has expressed authority.)

This – the Civil Rights Equity Grievance Resolution Process for Faculty, Students and Staff– is the official University policy outlining Anti-Harassment and Grievance Procedures. No Division, Department and/or College is permitted to develop and/or adopt procedures that contradict, modify or supplement this policy. The policies listed above may not be relied upon in any manner upon adoption of this Civil Rights Equity Grievance Resolution Process for Faculty, Students and Staff.

POLICY APPROVAL

Board of Trustees

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Note: For additional Contacts and Resources, please see the “Forms/Resources” section of this policy.

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DEFINITIONS

Campus Security Authority	A federal Jeanne Clery Act-specific term that encompasses 4 groups of individuals associated with the University: campus police, individuals responsible for campus security, individuals to whom students and employees should report criminal offenses and officials who have significant responsibility for student and campus activities.
Consent	As defined by this policy, consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. For consent to be valid there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.
Cyber Bullying	To harass or bully someone by an electronic means.
Cyber Harassment	To harass someone by use of a computer. Indiana defines cyber harassment with Indiana Code 35-45-2-2 by using a “...computer network (as defined in I.C. 35-43-2-3(a)) or other form of electronic communication to: (A) communicate with a person; or (B) transmits an obscene message or indecent or profane words to a person; commits harassment, a Class B misdemeanor.”
Disability	A physical or mental impairment that substantially limits a major life activity.
Discrimination	Discrimination is any act that substantially interferes with a person’s work or education when such act is based on race, color, sex, marital status, religion,

creed, national origin, disability, age, military or veteran status, sexual orientation, gender identity and expression or any other protected characteristic.

Equity Grievance Panel (EGP)	A University trained panel that investigates and hears grievances at the discretion of the Executive Director of Human Resources/Title IX Coordinator.
Federal Timely Warning	The federal Jeanne Clery Act defines a Timely Warning as a communication alert of crime to the campus community "...that is timely and will aid in the prevention of similar crimes. Although Clery doesn't define <i>timely</i> , because the intent of a warning regarding a criminal incident(s) is to enable people to protect themselves this means that a warning should be issued as soon as the pertinent information is available."
Harassment	Unwelcome verbal, written or physical conduct that is sufficiently severe, persistent or pervasive that is or has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the University's educational, social and/or residential program or based on a protected class.
Non-Consensual Sexual Contact	Any intentional sexual touching, however slight, with any object, by a person upon another person that is without consent and/or by force.
Non-Consensual Sexual Intercourse	Any sexual penetration or intercourse (anal, oral or vaginal), however slight, with any object, by a person upon another person, that is without consent and/or by force.
Protected Classes	A characteristic of a person, which cannot be targeted for discrimination. The following are protected classes: Race, Color, Religion, National Origin, Age (40 and over), Sex, Pregnancy, Citizenship, Familial Status, Disability Status, Veteran Status, Genetic, Gender Identity and Sexual Orientation.
Rehabilitation Act of 1973	Prohibits discrimination on the basis of disability in programs conducted by federal agencies in programs receiving federal financial assistance.
Responsible Employee	According to federal guidance, a responsible employee includes any employee who has the authority to take action to redress sexual violence, who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator, or whom a student could reasonably believe has this authority or duty.
Retaliation	Any adverse action taken against a person participating in a protected activity because of their participation in that protected activity.
Sexual Exploitation	A situation in which a person takes non-consensual or abusive sexual advantage of another.
Sexual Harassment	Unwelcome, sexual or gender-based verbal, written or physical conduct that is, sufficiently severe, persistent or pervasive that it, has the effect of

unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the University’s educational, social and/or residential program, and is based on power differentials (quid pro quo), the creation of a hostile environment or retaliation.

Sexual Misconduct

Indiana Code defines various violent and/or non-consensual sexual acts as crimes that include: Rape I.C. 35-42-4-1, Criminal Deviate Conduct I.C. 35-42-4-2, Child Molesting I.C. 35-42-4-3, Child Exploitation I.C. 35-42-4-4, Vicarious Sexual Gratification I.C. 35-42-4-5, Child Solicitation I.C. 35-42-4-6, Child Seduction I.C. 35-42-4-7, Sexual Battery I.C. 35-42-4-8, and Sexual Misconduct with a Minor I.C. 35-42-4-9. The University defines sexual misconduct as sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, and sexual exploitation.

Stalking

Indiana Code I.C. 35-45-10-1 defines stalking as “...knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.”

Title IX Coordinator

The University employee that has a responsibility to coordinate all efforts to comply with the University’s obligations under Title IX and the Title IX regulations. These responsibilities include coordinating any investigations of complaints received pursuant to Title IX.

PROCEDURES

I. Equal Opportunity, Harassment and Nondiscrimination

- A. Butler University (the “University”) affirms its commitment to promote the goals of fairness and equity in all aspects of the educational enterprise. All policies below are subject to resolution using the University’s Grievance Resolution Process, as detailed below. The Civil Rights Equity Grievance Resolution Process is applicable regardless of the status of the complainant, who may be a member or non-member of the campus community, student, student organization, faculty, administrator and/or staff.
- B. The Executive Director of Human Resources serves as the University Title IX Coordinator and oversees the implementation of the University’s Civil Rights Equity Grievance policy. Additionally, other individuals support the Title IX Coordinator in implementing procedures under this policy as “Title IX Deputy Coordinators.” Throughout this policy, if the Title IX Coordinator is referenced, it should be assumed that the “Title IX Coordinator” includes the Title IX Deputy Coordinators. Inquiries or complaints concerning the application of Title IX may be referred to the University’s Title IX Coordinator and/or the United States Department of Education.
- C. Reports of discrimination, harassment and/or retaliation should be made to the Title IX Coordinator within a reasonable time to permit the University to conduct a thorough investigation. While there is no time limitation for a student to file a complaint, the law may

impose certain time limitations on faculty and staff if private legal action is being pursued. Note, however, that the institution's response may be more limited if the accused individual was a guest or is no longer subject to the University's jurisdiction. Reporting is addressed more specifically in Procedure Sections A 2-3: *Filing a Complaint* and *Confidential Reporting*, below.

- D. This policy applies to behaviors that take place on the campus, at university-sponsored events and may also apply off-campus and to actions online when the Title IX Coordinator determines that the off-campus conduct affects the University environment in a substantial way. The University environment may be affected in ways such as, but not limited to:
1. Any action that constitutes criminal offense as defined by federal or Indiana Code. This includes, but is not limited to, single or repeat violations of any state or federal law;
 2. Any situation where it appears that the accused individual may present a danger or threat to the health or safety and well-being of the campus community;
 3. Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder or prevents a student, faculty or staff member from meaningful participation in the activities on campus;
 4. Any situation that is detrimental to the educational interests of the University; and
 5. Any online postings or other electronic communication, including cyber-bullying, cyberstalking, cyber-harassment, etc. occurring completely outside of the University control (e.g. not on University networks, websites or between University email accounts) will only be subject to this policy when those online behaviors can be shown to cause a substantial on-campus disruption. Otherwise, such communications are considered speech protected by the First Amendment.
- E. The University adheres to all federal, state and local civil rights laws banning discrimination in private institutions of higher education. The University will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, sex, pregnancy, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, gender identity, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any complaint process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.
- F. This policy covers nondiscrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, who acts to deny, deprive or limit the educational, employment, residential and/or social access, benefits and/or opportunities of any member of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of the University policy on nondiscrimination. When brought to the attention of the University any such discrimination will be appropriately remedied according to the procedures below.

II. University Policy Against Discrimination on Reasonable Accommodation of Disabilities

- A. Butler University is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities.
- B. The Director of Student Disability Services has been designated as the ADA/504 Coordinator responsible for coordinating efforts on behalf of students to comply with these disability laws, including investigation of any informal complaint alleging noncompliance.
- C. Employees should refer to University policy 7.109 “*Americans with Disabilities Act and University Accommodations*” for information on the process to obtain reasonable accommodations.

III. University Policy Against Discrimination

- A. Students, staff, administrators, and faculty are entitled to a working environment and educational environment free of discrimination. Butler University’s Civil Rights Equity Grievance Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matters. The sections below describe the specific forms of discrimination that are prohibited by law and University policy.

Note: For complaints regarding class content, the Title IX Coordinator will confer with the Provost or others to ensure proper protections on academic freedom.

- 1. **Discriminatory and Bias-Related Harassment:** Harassment constitutes a form of discrimination that is prohibited by law. This policy explicitly prohibits any form of harassment on the basis of actual or perceived membership in a protected class, by any member or group of the campus community, which creates an objectively hostile environment.

A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, or persistent or pervasive so as to interfere with, limit or deny the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities.¹ Examples of harassment may take the form of name calling, notes, invasion of a reasonable expectation of privacy, obscene messages on voice mail or other electronic communication, (to include social media), signs, slurs, or jokes that demean an individual or group. A variety of related factors are considered to determine if a hostile environment is created; the conduct is considered both subjectively and objectively from the perspective of a reasonable person in the alleged victim’s position, considering all the circumstances.

¹ This definition of hostile environment is based on Federal Register / Vol. 59, No. 47 / Thursday, March 10, 1994: Department Of Education Office For Civil Rights, Racial Incidents and Harassment against Students at Educational Institutions Investigative Guidance. The document is available at <http://www.ed.gov/about/offices/list/ocr/docs/race394.html>.

Merely offensive conduct and/or harassment of a generic nature not on the basis of a protected status may not result in the imposition of discipline under this University policy, but will be addressed through civil confrontation, remedial actions, and education and/or effective conflict resolution mechanisms. Students may be directed to the student conduct resolution system.

The University condemns and will not tolerate discriminatory harassment against any employee, student, visitor or guest on the basis of any status protected by law. It is important to note that those who engage in harassing behavior may be subject to criminal prosecution under appropriate federal or state law. Action taken by the University through the Civil Rights Equity Grievance Resolution Process does not preclude the pursuit of criminal or civil action.

2. **Sexual Harassment is:**

- Unwelcome, sexual or gender-based verbal, written or physical conduct that is,
- Sufficiently severe, persistent or pervasive that it, has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the university's educational, social and/or residential program, and is
- Based on power differentials (quid pro quo), the creation of a hostile environment or retaliation.

3. **Sexual Misconduct:** State law defines various violent and/or non-consensual sexual acts as crimes. Additionally, the University has defined categories of sexual misconduct, as stated below, for which action under this policy may be imposed. Acts of sexual misconduct may be committed by any person upon any other person, regardless of the sex, gender, sexual orientation and/or gender identity of those involved. Violations include:

a. **Sexual Harassment** – as defined above

b. **Non-Consensual Sexual Intercourse**

Defined as:

- any sexual penetration or intercourse (anal, oral or vaginal)
- however slight
- with any object
- by a person upon another person
- that is without consent and/or by force

Note: Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact.

c. **Non-Consensual Sexual Contact**

Defined as:

- any intentional sexual touching
- however slight
- with any object
- by a person upon another person
- that is without consent and/or by force

Note: Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact in a sexual manner.

d. Sexual Exploitation

Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another. Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed)
- Taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent)
- Prostitution
- Sexual exploitation also includes engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection, and further includes administering alcohol or drugs (such as "date rape" drugs) to another person without his or her knowledge or consent.

4. Consent: Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

- A person cannot consent if he or she is:
 - i. In an impaired condition of thought and action and with the loss of normal control of a person's faculties; or
 - ii. Asleep or unconscious; or
 - iii. For any reason incapacitated due to alcohol or other drugs.
- An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.
- It is not an excuse that the individual accused of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other. Incapacitation is defined as a state where someone cannot make rational, 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). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint and/or from the taking of incapacitating drugs.
- Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the

context in which the alleged incident occurred and any similar previous patterns that may be evidenced. Silence or the absence of resistance alone is not consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.

- In the State of Indiana², a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old is a crime, as well as a violation of this policy, even if the minor wanted to engage in the act.

B. Other Prohibited Acts of Discrimination

1. Threatening or causing physical harm, extreme verbal abuse or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class.
2. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class
3. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the campus community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the hazing policy located in the student handbook) on the basis of actual or perceived membership in a protected class; hazing is also illegal under Indiana Code³ and prohibited by University policy.
4. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class.
5. Violence between those in an intimate relationship to each other on the basis of actual or perceived membership in a protected class (this includes romantic relationships, domestic and/or relationship violence).
6. Stalking, defined as a course of conduct directed at a specific person on the basis of actual or perceived membership in a protected class that is unwelcome and would cause a reasonable person to feel fear.
7. Any other University procedures or rules violation when the violation is motivated by the actual or perceived membership of the victim in a protected class.

Note: Indiana State statute defines domestic violence as battery or bodily threats, which is applicable to criminal prosecutions for domestic violence in Indiana, but may differ from the definition used on campus to address policy violations.

Note: Indiana State statute defines stalking⁴ as “...knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.” The state definition of stalking is applicable to

² The State of Indiana does define the age of consent but it does not currently have a *definition of consent* applicable to criminal prosecutions for sex offenses.

³ Indiana Code 35-42-2-2: Criminal recklessness; element of hazing; liability barred for good faith report or judicial participation. <http://www.in.gov/legislative/ic/code/title35/ar42/ch2.html#IC35-42-2-2>

⁴ Indiana Code 35-45-10-1: Indiana statute definition of “stalking.” <http://www.in.gov/legislative/ic/2010/title35/ar45/ch10.html>

criminal prosecutions for stalking, but may differ from the definition used on campus to address policy violations.

C. Retaliation

1. Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, for supporting a complainant or for assisting in providing information relevant to a claim of harassment is a serious violation of the University's policy and will be treated as another possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. The University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.
2. Civil behavior is expected for all parties involved in an EGP complaint. It is similarly unacceptable for complainant(s) and their associates to engage directly or indirectly with the alleged perpetrator(s) once the University has received notice of a violation. The University will address harassing behaviors directed toward a complainant(s) by an accused(s), and vice versa.

CIVIL RIGHTS EQUITY GRIEVANCE RESOLUTION PROCESS FOR COMPLAINTS OF DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT AND OTHER FORMS OF DISCRIMINATION

A. University Action on a Notice of Violation

The University will act on any complaint or notice of violation of this policy when it is received by the Title IX Coordinator the Vice President for Student Affairs. The procedures described below will apply to all complaints involving students, staff or faculty members.

1. Equity Grievance Panel (EGP)

Members of the EGP will be announced in an annual distribution of this policy to campus. Members of the EGP are trained in Title IX, all aspects of the grievance process, and can serve in any of the following roles, at the direction of the Title IX Coordinator:

- To act as advisors to those involved in complaints
- To investigate complaints
- To serve on hearing panels for complaints

Roles defined:

Advisor - Assigned by the Title IX Coordinator to each party (the complainant and the accused), an advisor acts in a consultative role by providing guidance on the policy and process, providing resources for care and treatment, and providing support during hearings. University assigned advisors are not advocates and should not be considered as such. Their role is to provide factual information, not opinions or advice.

Investigator - Assigned by the Title IX Coordinator to assist the University in fact gathering. The University will assign one or more investigators. The investigative team may be employees of the University or an external investigator. The investigators' goals are to gather and thoroughly review evidence and testimony in a fair and impartial manner and present a report of findings for consideration by the Title IX Coordinator.

Hearing Panelist - Members of an equity grievance panel who are assigned to participate in hearings, consider all testimony and, with others, come to consensus on the outcome. This

includes deciding if an accused is responsible for a violation and also making sanction recommendations, as applicable.

EGP members also recommend proactive policies, and serve in an educational role for the campus community. The panel reports to the Title IX Coordinator. EGP members receive mandatory, annual training organized by the Title IX Coordinator, including a review of University policies and procedures, so that they are able to provide accurate information to members of the campus community.

2. Filing a Complaint

- Any member of the campus community, guest or visitor who believes there is a violation of the Civil Rights Equity Grievance Policy should contact the Title IX Coordinator, Title IX Deputy Coordinators, Vice President for Student Affairs, or University Police.
 - For on-line Campus Security Authority reporting: http://www.formstack.com/forms/butler-campus_security. Personally identifiable information may be withheld at the complainant's request.
 - Butler University Police Department "Silent Watch" on-line reporting form: http://www.formstack.com/forms/butler-bupd_silent_watch_reporting
This form of reporting can be anonymous. However, anonymous complaints will be investigated.

Other Reporting Information:

- Contact information for local law enforcement is provided in situations of sexual assault and other crimes of violence.
- Acts of alleged retaliation or other uncivil behavior by participants in a complaint should be reported immediately to the Title IX Coordinator and it will be promptly investigated.
- All responsible employees receiving reports of a potential violation of University policy must promptly contact the Title IX Coordinator, if involving students – the Vice President of Student Affairs, within 24 hours of becoming aware of a report or incident. (Licensed counselors, a Victim Advocate, health care providers and affiliated clergy must abide by professional codes of conduct and state licensing expectations. These professionals are obligated to inform a complainant of the professional's existing reporting obligations).
- All initial contacts will be treated with the maximum possible privacy: Specific information on any complaints received by any party will be reported to the Title IX Coordinator, but subject to the University's obligation to redress violations, every effort will be made to maintain the privacy of those initiating a report of a complaint. In all cases, the University will give consideration to the complainant with respect to how the complaint is pursued, but reserves the right, when necessary to protect the campus community, to investigate and pursue a resolution when a complainant chooses not to initiate or participate in a formal complaint.

Note: Faculty, staff and students are encouraged to call the University Police to report all crimes-in-progress.

3. Confidential Reporting

University officials, depending on their roles at the University, have varying reporting responsibilities and abilities to maintain confidentiality. In order to make informed choices, be aware of confidentiality and mandatory reporting requirements when consulting campus

resources. On campus, a very limited number of resources may maintain confidentiality, offering options and advice without any obligation to inform an outside agency or individual unless the person has requested information be shared. Other resources exist to report crimes and policy violations and these resources will take action when anyone reports an alleged violation to them. If a complainant requests confidentiality with a non-confidential reporter, the University, through the Title IX Coordinator, will determine whether it can honor the request while still providing a safe and nondiscriminatory environment for the campus community, including the person who reported the harassment. The following describes the two reporting options at University:

- **Confidential Reporting Options:**

- If a reporting student would like the details of an incident to be kept confidential, the reporting party may speak with on-campus counselors and campus health service providers. Counselors in Counseling & Consultation Services are available 24/7 free of charge and can be accessed on an emergency basis. See *Resources* at the end of this policy for contact information.
- Off-campus resources available to all Butler campus community members include local rape crisis counselors, domestic violence resources, private agencies, and members of the clergy/chaplains who will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor. A web link to several campus community resources is listed under Forms/Resources at the end of this policy.

- **Non-Confidential, Formal Reporting Options:** Complainants are encouraged to speak to University officials, such as a Victim Advocate (for students), the Title IX Coordinator, the Vice President for Student Affairs for reporting policy violations, and the University Police and the Indianapolis Metropolitan Police Department to make reports of alleged crimes. Complainants have the right, and can expect, to have complaints taken seriously by the University when reported, and to have incidents investigated and properly resolved through these procedures.

4. **Federal Timely Warning and/or Emergency Notification Obligations**

University administrators must issue timely warnings and/or emergency notifications for incidents reported to them that pose a substantial threat of bodily harm or danger to members of the campus community. Decisions on issuing timely warnings are made on a case-by-case basis. The University will not disclose a complainant's name or other personally identifying information in a timely warning, but must provide enough information for campus community members to make decisions in light of the potential danger.

5. **Initial Determination**

Based on available information the Title IX Coordinator determines whether a case merits investigation.

6. **Formal Notification**

When a case is forwarded to investigation, the accused and the complainant will be formally notified and meet with the Title IX Coordinator.

7. **Limited Immunity and Assignment of Advisors**

The University seeks to remove any barriers to reporting. The University will generally offer any student, whether the complainant or a third party, who reports sexual harassment, sexual violence or intimate partner violence limited immunity from being charged for policy violations

related to the personal ingestion of alcohol or other drugs, provided that any such violations did not and do not place the health and safety of any person at risk. The University may choose, however, to pursue educational or therapeutic remedies for those individuals.

Following receipt of a complaint, the Title IX Coordinator⁵ will promptly assign separate EGP panel members to be advisors to the complainant and the accused student.

- If the complaint does not appear to allege a policy violation, or if mediation is desired by the complainant and appears appropriate given the nature of the alleged behavior, then the complaint does not proceed to investigation.
- If the complaint does appear to allege a policy violation or is not otherwise appropriate for mediation, the Title IX Coordinator will assign an investigator to assist the University in fact gathering.

Deliberately false and/or malicious accusations of harassment, as opposed to complaints which, even if erroneous, are made in good faith, are just as serious an offense as harassment and will be subject to appropriate disciplinary action.

8. Interim Remedies

The Title IX Coordinator will, as requested by the complainant and as necessary, provide interim remedies intended to address the short or long-term effects of harassment, discrimination and/or retaliation, i.e., to redress harm to the complainant and the campus community and to prevent further harassment or violations. Interim remedies may also be used when, in the judgment of the Title IX Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campus of the accused individual or the ongoing activity of a student/campus organization whose behavior is in question.

These interim remedies may include referral to counseling and health services or to the Employee Assistance Program, education to the campus community, altering the housing situation of an accused student or resident employee (or the complainant, if desired), altering work arrangements, providing campus escorts, implementing contact limitations between the parties, offering adjustments to academic deadlines, course schedules, dining arrangements, etc.

The University may impose an interim suspension on an employee, student, and/or organization pending the completion of EGP investigation and procedures.

- In all cases in which interim suspension of an employee is considered, the employee will be given the opportunity to meet with Title IX Coordinator prior to such suspension being imposed, or as soon thereafter as reasonably possible, to show cause why the suspension should not be implemented.
- When a student or student organization is involved, the Vice President for Student Affairs will conduct the interim suspension process as detailed in the student handbook.

The Title IX Coordinator has sole discretion to impose or stay an interim suspension under this policy, and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination.

⁵ If circumstances require, the Title IX Coordinator may designate another person to oversee the process below, should a complaint be made against the Coordinator or the Coordinator be otherwise unavailable or unable to fulfill their duties.

During an interim suspension, a student or employee may be denied access to University housing and/or the University campus/facilities/events. As determined by the Title IX Coordinator in conjunction with the Vice President of Student Affairs (or designee), this restriction includes classes and/or all other University activities or privileges for which the student might otherwise be eligible. At the discretion of the Title IX Coordinator in conjunction with the appropriate administrative officer, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student.

9. Investigation

If a complainant wishes to pursue a formal complaint, or if the University based on the alleged policy violation wishes to pursue a formal complaint, then the Title IX Coordinator appoints EGP members to conduct the investigation after determining that a complaint should proceed. An investigation may be necessary if there is evidence of a pattern of misconduct or a perceived threat of further harm to the campus community or any of its members. The University aims to complete all investigations within a 60 day time period, which can be extended as necessary by the Title IX Coordinator with notice to the parties. Delays could occur when the University is closed or during academic breaks. Investigation may take longer when initial complaints fail to provide direct first-hand information.

The University may undertake a short delay to allow evidence collection when criminal charges on the basis of the same behaviors that invoke this process are being investigated. University action will not be precluded on the grounds that civil or criminal charges involving the same incident have or have not been filed or that charges have been dismissed or reduced. The Civil Rights Equity Grievance Resolution Process is distinct from the criminal investigation and flows from the University's obligation under Title IX to ensure it is providing a safe environment.

If a complainant wishes to pursue a criminal complaint exclusively, the complainant may request, in writing, that the Title IX Coordinator temporarily defer the Civil Rights Equity Grievance Resolution Process. In most cases, the complainant's wishes will be respected. However, the University may continue the Civil Rights Equity Grievance Resolution Process where the allegation, if taken as true, leads the University to believe that the accused may be an imminent threat to the safety of the complainant, other students or faculty/staff members. The complainant has the right to pursue both a criminal complaint and the University Title IX process simultaneously.

All investigations will be thorough, reliable and impartial, and will entail interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, if necessary.

10. Complaint Resolution

Upon the completion of investigation, the investigators will present findings and recommendations to the Title IX Coordinator. The Title IX Coordinator will make a decision on whether there is reasonable cause to proceed with the complaint. If the Title IX Coordinator decides that no policy violation has occurred or that the preponderance of evidence (i.e., whether it is more likely than not) does not support a finding of a policy violation, then the process will end. This decision lies in the sole discretion of the Title IX Coordinator.

a. Mediation

Mediation is a voluntary process often used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the formal hearing process to resolve conflicts. The Title IX Coordinator will determine if mediation is appropriate, based on the willingness of the parties, the nature of the conduct at issue and the susceptibility of the conduct to mediation. The Title IX Coordinator will appoint a mediator to facilitate a dialogue with the parties to effect resolution, if possible. The parties agree to appropriate sanctions or remedies. The Title IX Coordinator will keep records of any resolution that is reached, and failure to abide by the agreement can result in appropriate disciplinary actions.

Mediation will not be used to address complaints of non-consensual sexual intercourse.

It is not necessary to pursue mediation first in order to make a formal complaint, and anyone participating in mediation can stop that process at any time and request a formal hearing.

If agreed to by the parties, mediation can take place at any point in time after a complaint is filed but should typically be completed within thirty (30) calendar days of the initial report.

b. Formal Hearing

For any complaints that are not appropriate for mediation, the Title IX Coordinator will initiate a formal hearing.

i. Hearing Panels for Student Cases

The Title IX Coordinator will appoint a non-voting panel Chair, usually an EGP member in Student Affairs (in most cases the Dean of Student Life), and three members of the EGP to the hearing panel, none of whom have been previously involved with the complaint. EGP members who served as investigators will be called to present the case at the hearing of the complaint and therefore may not serve as hearing panel members. Hearing panels may include both faculty and non-faculty employees. No member of the panel may be a practicing attorney. The panel will meet at times determined by the Chair. The University Counsel can be used as a consultant throughout the process.

ii. Hearing Panel for Faculty/Staff Cases

The Title IX Coordinator will appoint a non-voting panel Chair and three members of the EGP to the hearing panel, none of whom have been previously involved with the complaint. EGP members who served as investigators will be called to present the case at the hearing of the complaint and therefore may not serve as hearing panel members. Hearing panels may include both faculty and non-faculty employees. No member of the panel may be a practicing attorney. The panel will meet at times determined by the Chair. The University Counsel can be used as a consultant throughout the process.

iii. Notification of Charges

At least one week prior to the hearing, or as far in advance as is reasonably possible, the EGP Chair will send a letter to the parties with the information below. Once sent to a University email address, and/or received in-person, notice will be presumptively delivered. The letter will contain:

- A description of the alleged violation(s), a description of the applicable procedures and a statement of the potential sanctions/responsive actions that could result.
- The time, date and location of the hearing and a reminder that attendance is mandatory for the accused, superseding all other campus activities. The complainant has the option to participate in alternate ways and multiple avenues of participation can be explored. If any party does not appear at the scheduled hearing, the hearing will be held in their absence. For compelling reasons, the Chair may reschedule the hearing.
- The parties may have the assistance of their advisor, at the hearing. Typically, advisors are members of the campus community. Any advisor who was not appointed by the Title IX Coordinator MUST attend a pre-hearing briefing with the EGP Chair prior to the hearing. The purpose of the pre-hearing briefing is to ensure advisors understand their role, the process followed during the hearing and the consequences for failing to abide by the hearing procedures. Advisors will be removed from the hearing for disruption of the proceedings, with or without prior warning. The parties to the hearing are expected to ask and respond to questions on their own behalf, without representation by their advisor. The advisor may consult with the advisee quietly or in writing, or outside the hearing during breaks, but may not speak on behalf of the advisee to the panel.
- Hearings for possible violations that occur near or after the end of an academic term will be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the University and remain within the 60-day goal for resolution.

iv. Hearing Procedures

EGP Hearings will be convened, usually within two (2) weeks of the completion of the investigation, and will be conducted in private. The EGP has the authority to hear all collateral misconduct, meaning that it hears all allegations of discrimination, harassment and retaliation, but also may hear any additional alleged policy violations that have occurred in concert with the discrimination, harassment or retaliation, even though those collateral allegations may not specifically fall within EGP jurisdiction. Accordingly, investigations should be conducted with as wide a scope as necessary.

Individuals who require disability-related reasonable accommodation in order to equitably participate in the process are encouraged to make their request at least one week in advance of the hearing in order to allow enough time to make the necessary arrangements.

The complainant has the option to participate in alternate ways and multiple avenues of participation can be explored. If alternative hearing arrangements are desired (privacy screens, Skype, etc.), the parties should request them from the Chair at least two (2) business days prior to the hearing.

Only the following may participate in the hearing: the non-voting Chair, the three (3) members of the panel, the investigator(s), the complainant(s) and accused (or three organizational representatives in a case where an organization is charged), one (1) university affiliated advisor for each party, one (1) advisor unaffiliated with to the university for each party and any witnesses. The Chair will exchange the names of witnesses the University intends to call, all pertinent documentary evidence and any

written findings from the investigators between the parties at least five (5) business days prior to the hearing.

- Witnesses will be called by the Chair in consultation with the investigator.
- Both the complainant and accused may request witnesses participate in the hearing. The Chair will ask for the general substance of each witness's proposed testimony.

In addition, the parties will be given a list of the names of each of the EGP panel members at least five (5) business days in advance of the hearing. Should either (any) party object to any panelist, he/she must raise all objections, in writing, to the Chair immediately. Panel members will only be unseated if the Chair concludes that their bias precludes an impartial hearing of the complaint. Additionally, any EGP participants who feel he/she cannot make an objective determination must recuse him/herself from the proceedings when notified of the identity of the parties and all witnesses in advance of the hearing.

The Chair, in consultation with the parties and investigators, and/or University Counsel may decide in advance of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized by the investigator(s) during the hearing. After the investigator's presentation, all parties will have ample opportunity to present any additional evidence not covered within the investigator's report with consent of the Chair. Formal cross-examination is not used between the parties. All questions are directed through the Chair and may not be asked directly by a party.

- Once the procedures are explained and the participants are introduced, the investigator will present the report of the investigation first, and be subject to questioning by the parties and the EGP.
- The investigator(s) will be present during the entire hearing process and may provide clarifications throughout.
- Once the investigator(s) is/are questioned, the EGP will permit questioning of and by the parties.
- Next the complainant's witnesses, if any, are called. After presentation of the witness's testimony, the witness may be questioned by the parties.
- After all witness and documentary evidence by the complainant is presented, the accused may present witness and documentary evidence subject to the same procedure specified above.
- At the conclusion of all evidence, each party may make a brief closing statement.

Advisors may not speak on behalf of the complainant or the accused. Formal rules of evidence will not apply. Any evidence that the panel believes is relevant, reliable and credible may be considered, including hearsay, history and pattern evidence. The Chair will address any evidentiary concerns prior to and/or during the hearing, may exclude irrelevant or immaterial evidence and may ask the panel to disregard evidence lacking in credibility. The Chair will determine all questions of procedure and evidence. Anyone appearing at the hearing to provide information will respond to questions on his/her own behalf.

Unless the Chair determines it is appropriate, no one will present information or raise questions concerning: 1) incidents not directly related to the possible violation, unless they show a pattern, or 2) the sexual history of or the character of the complainant.

The panel does not hear from character witnesses, but will accept up to two (2) letters supporting the character of the individuals involved.

In hearings involving more than one accused individual or in which two (2) complainants have accused the same individual of substantially similar conduct, the standard procedure will be to hear the complaints jointly; however, the Title IX Coordinator may permit the hearing pertinent to each of the accused to be conducted separately. In joint hearings, separate determinations of responsibility will be made for each of the accused.

Proceedings are private. All persons present at any time during the hearing are expected to maintain the privacy of the proceedings. While the contents of the hearing are private, the complainant and the accused have discretion to share their own experiences if they so choose, and should discuss doing so with their advisors.

Hearings are recorded for purposes of review in the event of an appeal. EGP members, the parties and/or the persons who initiated the action and appropriate administrative officers of the University will be allowed to listen to the recording in a location determined by the Title IX Coordinator. No person will be given or be allowed to make a copy of the recording. Persons given access to the recording will be required to sign an agreement confirming that they will protect the privacy of the information contained in the recording.

v. Decisions

The EGP will deliberate in closed session to determine whether the accused is responsible for the policy violation(s) in question. The panel will base its determination on a preponderance of the evidence (i.e., whether it is more likely than not that the accused individual committed each alleged policy violation). If the accused individual or organization is found responsible by a majority of the panel, the panel will recommend appropriate sanctions to the Title IX Coordinator.

The Chair will prepare a written deliberation report and deliver it to the Title IX Coordinator, detailing the finding, a summary outcome of the voting, the information cited by the panel in support of its recommendation and any information the hearing panel excluded from its consideration and why. The report will conclude with any recommended sanctions. This summary report must be submitted to the Title IX Coordinator within three (3) business days of the end of deliberations.

The Title IX Coordinator will inform the accused individual and the complainant of the final determination within seven (7) business days of the hearing. Notification will be made in writing and may be delivered by one or more of the following methods: in person; mailed to the local or permanent address of the parties as indicated in official University records; or emailed to the parties' University-issued email account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

vi. Sanctions

Sanctions or responsive actions will be recommended by the EGP to the Title IX Coordinator. Factors considered when determining a sanction or responsive action may include:

- The nature, severity of, and circumstances surrounding the violation.
- An individual's disciplinary history.
- Previous complaints involving similar conduct.
- Any other information deemed relevant by the EGP.
- The need for sanctions or responsive actions to bring an end to the discrimination, harassment and/or retaliation.
- The need for sanctions or responsive actions to prevent the future recurrence of discrimination, harassment and/or retaliation.
- The need to remedy the effects of the discrimination, harassment and/or retaliation on the complainant and the campus community.

vii. Student Sanctions

The following are the usual sanctions that may be imposed upon students or student organizations singularly or in combination:

- *Warning:* A formal statement that the behavior was unacceptable and a warning that further infractions of any University policy, procedure or directive will result in more severe sanctions or responsive actions.
- *Probation:* A written reprimand for violation of the Code of Student Conduct, providing for more severe conduct sanctions in the event that the student or organization is found in violation of any University policy, procedure or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified social privileges, exclusion from co-curricular activities, non-contact orders and/or other measures deemed appropriate.
- *Suspension:* Termination of student status for a definite period of time, and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure at University.
- *Dismissal:* Permanent termination of student status, revocation of rights to be on campus for any reason or attend University sponsored events. This sanction will be noted on the student's official transcript.
- *Withholding Diploma:* The University may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has a complaint pending, or as a sanction if the student is found responsible for an alleged violation while a student.
- *Organizational Sanctions:* Deactivation, de-recognition, loss of all privileges (including University registration), for a specified period of time.
- *Other Actions:* In addition to or in place of the above sanctions, the University may assign any other sanctions as deemed appropriate.

viii. Employee Sanctions

Responsive actions for an employee who has engaged in discrimination, harassment and/or retaliation could include one or more of the following:

- *Warning:* A warning is a formal method of informing an employee of a violation of University rules, guidelines, and/or policies. Additional violations will initiate the progressive disciplinary process.

- *A mandated assessment by a university approved licensed psychologist, physician or healthcare provider*
- *Demotion*: A reduction in rank or status.
- *Suspension with pay*: Temporary removal of an employee from performing his/her work duties.
- *Suspension without pay*: Temporary removal of an employee from performing his/her work duties and from receiving pay.
- *Termination*: If the nature of the violation is so problematic and/or harmful to the campus community that a warning or a suspension is not appropriate; the University's recommendation will be to terminate employment.

ix. Contractors and Visitors

- *Warning*: A warning is a formal method of informing a contractor or visitor of a violation of University rules, guidelines, and/or policies.
- *Trespass*: Individuals or groups may be formally trespassed from University property or sponsored events.
- *Termination*: Contractor agreement will be terminated.

x. Withdrawal or Resignation While Charges Pending

The University does not permit an accused student to withdraw if that student has a complaint pending for violation of the Civil Rights Equity Grievance Policy. Should a student decide to leave and not participate in the investigation and/or hearing, the process will nonetheless proceed in the student's absence to a reasonable resolution and that student will not be permitted to return to Butler University unless all sanctions have been satisfied. Additionally, the transcript may reflect that the student withdrew while investigation of a complaint under the Civil Rights Equity Grievance Policy was pending. A hold may be placed on the student's account to prohibit re-enrollment and the release of transcripts.

This process will continue even in the event of the withdrawal of the complainant.

The University does not support an employee resigning if that employee has a Civil Rights Equity Grievance Policy complaint pending. Should an employee resign while charges are pending, the employee's record will reflect 'resigned with charges pending', and the University responses to any future inquiries regarding employment references for that individual will reflect the status of 'resigned with charges pending'. The Title IX Coordinator will act to promptly and effectively remedy the effects of the conduct upon the complainant and the campus community.

xi. Appeals

Either party may appeal the outcome of an EGP hearing. A review of the matter will be prompt and narrowly tailored to stated appeal grounds. Dissatisfaction with the outcome of the investigation is not grounds for appeal.

Grounds for appeals are limited to the following:

- A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).
- To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.

All requests for appeal considerations must be submitted in writing, asserting the reason for the appeal, to the Title IX Coordinator within three (3) business days of the delivery of the written finding of the Title IX Coordinator.

The Title IX Coordinator will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final. When any party requests an appeal, the other party (parties) will be notified and may respond to the appeal. The response to the appeal must be submitted within three (3) business days from receipt of the appeal from the Title IX Coordinator. In the event that both parties initially appeal the findings, each party will be provided notice and a copy of the other party's appeal.

In determining whether to grant the appeal, the Title IX Coordinator shall abide by the following guidelines:

- Appeals decisions are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a compelling justification to do so.
- Appeals are not intended to be a full rehearing of the complaint. In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original hearing panel for reconsideration. Other appeals may be remanded at the discretion of the Title IX Coordinator. Sanctions imposed are implemented immediately unless the Title IX Coordinator stays their implementation in extraordinary circumstances, pending the outcome of the appeal.
- The Title IX Coordinator will render a written decision on the appeal to all parties within seven to nine (7-9) business days from the date upon which the appeal was initiated.
- All parties will be informed whether the grounds for an appeal are accepted and the results of the appeal decision.
- Once an appeal is decided, the outcome is final: further appeals are not permitted.

xii. Failure to Complete Sanctions/Comply with Responsive Actions

All accused are expected to comply with conduct sanctions/responsive/corrective actions within the time frame specified. Failure to follow through on conduct sanctions/responsive/corrective actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/responsive/corrective actions and/or suspension, expulsion and/or termination from the University (which would be noted on a student's official transcript). A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator. For students or

student organizations this decision will be made in consultation with the Vice President for Student Affairs.

xii. Records

In implementing this policy, records of all complaints, resolutions, and hearings will be kept by the Title IX Coordinator. Employee records will be retained indefinitely. Decisions regarding a student found responsible for violations of this policy will be noted in his/her student conduct file which are governed/retained as outlined in the student handbook under *Student Conduct Records*.

xiii. Statement of Complainant's Rights

- To be treated with respect by University officials.
- Students and employees may access campus support resources (such as Counseling & Consultation Services a Victim Advocate, clergy affiliated with the Center for Faith and Vocation, and University Health Services.) Employees may also access the Employee Assistance Program Consultants.
- To request and receive disability-related reasonable accommodations
- To be informed of option to file criminal charges in addition to pursue a complaint through the University's internal EGP process.
- To experience a safe living, educational and work environment.
- To have an advisor during this process.
- To have his/her identity or personally identifiable information withheld during the investigation.
- To refuse to have an allegation resolved through mediation procedures.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.
- To request remedial and responsive actions from the University intended to restore a sense of safety and/or ability to participate in University programs and activities.
- To have complaints heard in substantial accordance with these procedures.
- To full participation of the injured party in any EGP process whether the injured party is serving as the complainant or the University is serving as complainant.
- To be kept informed of the status of the complaint and anticipated resolution timeline.
- To be informed in writing of the outcome/resolution of the complaint, sanctions where permissible and the rationale for the outcome where permissible.
- To be informed about how to appeal the outcome.

xiv. Statement of Accused's Rights

- To be treated with respect by University officials.
- Students and employees may access campus support resources (such as Counseling & Consultation Services, clergy affiliated with the Center for Faith and Vocation, and University Health Services for students. Employees may also access the Employee Assistance Program Consultants.
- To have an advisor during this process.
- To be free from harassment levied by the complainant or those acting as the complainant's agent.
- To refuse to have an allegation resolved through mediation procedures.

- To have complaints heard in substantial accordance with these procedures.
- To request reasonable accommodations to ensure equitable participation in meetings/hearings.
- To be informed of the outcome/resolution of the complaint and the rationale for the outcome, in writing.
- To be informed about how to appeal the outcome.

xv. Participant/Witness Rights

- To be treated with respect by University officials.
- To be free from retaliation.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To request and receive disability related reasonable accommodations

FORMS/RESOURCES

La Veda Howell, Title IX Coordinator

See page two for contact information

Nikila Stevens, Title IX Deputy Coordinator (for employees)

317-940-9430

Stacie Colston Patterson, Title IX Deputy Coordinator (for students)

317-940-9570

Dr. Levester Johnson, Vice President for Student Affairs

Atherton 200, Butler University

317-940-9570

Butler University Police Department

525 W. Hampton Drive

Indianapolis, IN 46239

Emergency # 911 (from campus phone)

Emergency # 317-940-9999 (from any cell phone)

Phone: 317-940-9396

Web: <http://www.Butler.edu/BUPD>

Butler University Victim Advocate (for students)

Phone for 24/7 Victim Advocate: 317-910-5572

Web: <http://www.butler.edu/counseling-services/victim-advocate/>

Butler University Counseling Services (for students)*

Room 120 D in the Health and Recreation Complex (HRC)

Phone: 317-940-9385

Web: www.butler.edu/counseling-services

Butler University Health Services (for students)*

Room 110 in the Health and Recreation Complex (HRC)

Phone: 317-940-9385

Web: www.butler.edu/health-services

Butler University Student Disability Services (for students)

Jordan Hall, Room 136

4600 Sunset Ave.

Indianapolis, IN 46208

V/TT: (317) 940-9308

Employee Assistance Program Consultants (EPAC)*

To confidentially request services online visit www.eapconsultants.com ~ password OneAmericaEAP

To confidentially request services via phone call **1-800-869-0276**

Campus Community and Employee Resources

<http://www.butler.edu/counseling-services/victim-advocate/resources/>

Indianapolis Metropolitan Police Department

Victim Assistance Unit

50 N. Alabama Street

Indianapolis, IN 46204

Emergency # 911

Phone: 317-327-3331

Web: <http://www.indy.gov/eGov/City/DPS/IMPD/Services/Pages/victim-asst.aspx>

Marion County Prosecutors Office (Indianapolis)

251 E. Ohio Street, Suite 160

Indianapolis, IN 46204

Phone: 317-327-3522

Web: <http://www.indy.gov/eGov/County/pros/Pages/home.aspx>

Center of Hope at St. Vincent Hospital*

2001 W. 86th Street

Indianapolis, IN 46260

Phone: 317-338-3756

Center of Hope at Methodist Hospital*

1701 N. Senate

Indianapolis, IN 46206

Phone: 317-926-4673

Additional resources for **Center of Hope*** can be located here:

<http://www.butler.edu/counseling-services/victim-advocate/resources/>

The Office for Civil Rights (OCR)

Chicago Office (for Indiana)

Office of Civil Rights

U.S. Department of Education

Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
Phone: 312-730-1560
Email: OCR.Chicago@ed.gov
Web: <https://wdcrobcop01.ed.gov/CFAPPS/OCR/contactus.cfm>

*Indicates confidential resource

HISTORY/REVISION DATES

Policy Compliance Work Group:	November 20, 2013
Board of Trustees:	December 7, 2013
Issue Date:	January 1, 2014
Amended Date:	December 7, 2014

Notice:

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