

# Title



## Sexual harassment is defined as:

- Any instance of quid pro quo harassment or “this for that” harassment
- Any unwelcome conduct that a reasonable person would find so severe and pervasive, and objectively offensive that it denies a person equal educational access
- Any instance of sexual assault, dating violence, domestic violence, or stalking that is prohibited by Title IX and not tolerated at Western New England University

# What to Do if You or Someone You Know Has Experienced Sexual Harassment at Western New England University?

**Get Safe.** Western New England University is committed to creating a safe learning and working environment. Any report of sexual harassment is taken seriously. Contact Public Safety or Springfield Police if you are in immediate danger or feel threatened.

**Look to Professionals.** If you are in need of medical assistance, go to University Health Services or a local hospital as soon as possible to treat any symptoms of the incident. Students should feel comfortable contacting Public Safety, the Title IX Coordinator, or any University employee. Employees should speak to supervisors, human resources personnel, a vice president, or the Title IX Coordinator.

**Reporting.** Many individuals are often hesitant to report sexual harassment because drugs and/or alcohol may be involved. The University’s highest priority is the safety of everyone on campus. Drugs or alcohol never makes the person who was victimized at fault for the sexual harassment.

**Confused about consent?** Effective consent means the individual is able to make a free, informed and reasonable choice without the influence of alcohol, drugs, disability, or fear. Remember, consent can be rescinded at any time.

**Confidentiality.** The University keeps the identities of anyone making a report or complaint of sexual harassment, the parties, and any witnesses confidential to the greatest extent practicable. Employees who learn of an allegation of sexual harassment should inform the Complainant that the University will maintain the privacy of the information to the greatest extent practicable. However, the employee must report the allegation to the Title IX Coordinator or Deputy Title IX Coordinators. The names of the parties will be exchanged between the Complainant and Respondent, and if necessary, witnesses.

**Retaliation Not Tolerated.** The University prohibits any form of retaliation against anyone who participates in a Sexual Harassment/Title IX proceeding. Any allegation of retaliation will be adjudicated through the relevant disciplinary process. Examples of retaliation include pressuring a Complainant to withdraw the complaint; sending unwelcome messages either directly, or through a third-party or electronically; lowering an academic grade; stalking or threatening behavior; issuing a poor performance report; failing to provide or adjust campus services, such as housing, or registration, or changing a work schedule and/or work duties.

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# Title IX Emergency Information and Resources

## Support Services and Advocacy



### Counseling Center 413-782-1221

Provides confidential counseling sessions, referrals, and crisis assistance.

### Spiritual Life 413-782-1628

### YWCA ARCH

Domestic Violence and Sexual Assault 24-hour Hotline:  
413-733-7100 or 800-796-8711  
Free counseling, support group, and advocacy

## Medical Attention



### Health Services 413-782-1211

Provides confidential counseling, medical care, and referral if appropriate. A healthcare provider is on-call whenever Health Services is closed.

### Local Hospitals:

#### Baystate Medical Center 413-794-0000

#### Mercy Medical Center 413-748-9000

Medical Centers provide full medical exams, including preventative treatment. A sexual assault nurse examiner assists the individual.

## Emergency Services



### Department of Public Safety 413-782-1411

Provides 24-hour coverage with emergency services and has trained rape investigators to assist the survivors.

### Local Police Department 911

## Housing and Academic Accommodations



### Office of Residence Life 413-782-1317

Assists with housing accommodations and judicial matters.

### Vice President for Student Affairs and Dean of Students Office 413-782-1282

Assists with academics and referrals.

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