

REPORTING OPTIONS & ASSISTANCE

Any member of the Bard community, or a guest or visitor, who believes they have been subjected to gender-based misconduct is encouraged to seek support and assistance through at least one of the resources listed below. Please be aware that:

- Some resources can maintain your confidentiality without any obligation to share your information.
- Other resources are there for you to report crimes and policy violations, and have obligations to act when you make a report.
- Some employees of the College, such as faculty, administrators, professional staff, and peer counselors, are obligated to relay gender-based misconduct reports to the Title IX Coordinator, but they will still maintain your privacy to the greatest extent possible.
- If you are unsure of someone's duties and ability maintain your information confidentiality, ask them before you talk to them.

CONFIDENTIAL RESOURCES

Confidential resources are not required by law or College policy to relay reports of gender-based misconduct to the Bard College Title IX Coordinator. Information provided to the resources listed below will not be disclosed without stated permission, except in extreme circumstances, such as a health or safety emergency.

BARD CAMPUS:

Counseling Services:	845-758-7433
Health Services:	845-758-7433
Chaplaincy:	845-758-7335
Employee Assistance Program:	800-272-7255
BRAVE (Ask for BRAVE):	845-758-7777

OFF CAMPUS HOTLINES:

Rape Crisis Center:	845-452-7272
Domestic Violence:	845-485-5550
Grace Smith House:	845-471-3033
LGBTQ Anti-Violence:	212-714-1141
RAINN:	800-656-4673
(Rape, Abuse, and Incest Nat'l Network)	
Nat'l Domestic Violence:	800-799-7233

REPORTING TO BARD COLLEGE (PRIVATE, NON-CONFIDENTIAL)

Any member of the community who wishes to file a report of gender-based misconduct with the College may do so by contacting the Title IX Coordinator, who can provide information regarding the College's investigation process, policies, resources, accommodations, institutional rights, reporting to law enforcement, and orders of protection through the court system. Information shared with the Title IX Coordinator will be relayed only as necessary to investigate and/or seek a resolution.

The Title IX Coordinator, Shoshana Gray, J.D., may be reached:

- **by phone (845-758-7542);**
- **by email (titleix@bard.edu); or**
- **in person at 201 Gahagan House.**

Reports may also be made to Human Resources by phone (845-758-7428) or email (hr@bard.edu).

Any person who feels uncomfortable or otherwise unable to file a complaint through the channels set forth above may make a report via the **Misconduct Reporting Line (888-323-4198)**, which is administered by an external entity hired by the College to receive reports on a non-confidential basis.

CRIMINAL REPORTING

Individuals have the right to decide whether to file or decline to file a report with the New York State Police or the local law enforcement agency where the misconduct occurred. Individuals may participate in a criminal process, College process, both, or neither. The Title IX Coordinator and other campus authorities are available to assist individuals in reporting to law enforcement.

To file a criminal report, individuals may contact the following, and/or any other appropriate law enforcement agency:

New York State Police	845-876-4194
New York State Police Campus Sexual Assault Victims Unit	844-845-7269
Red Hook Police	845-758-0060

Bard College Office for Gender Equity
Phone: 845-758-7542 E-mail: titleix@bard.edu
www.bard.edu/genderequity
August 2017

Bard College

Gender-Based Misconduct Policy & Title IX

Resource Guide

Office for Gender Equity
Gahagan House
845-758-7542
titleix@bard.edu
www.bard.edu/genderequity

Bard College and its affiliated programs are committed to providing learning and working environments in which all individuals feel safe and are free to develop intellectually, professionally, and socially.

In accordance with federal and state law, including Title IX, Bard College policy prohibits the following gender-based misconduct:

- Gender-Based Discrimination
- Sexual Harassment
- Gender-Based Harassment
- Intimate Partner Violence (inclusive of dating violence and domestic violence)
- Retaliation
- Stalking
- Sexual Assault (inclusive of nonconsensual sexual intercourse and nonconsensual sexual contact)
- Sexual Exploitation

For definitions and additional information, please see Bard's Gender-Based Misconduct Policy.

The College provides **services and support** for individuals who have been impacted by gender-based misconduct, as well as accessible, prompt, thorough, and impartial methods of investigation and resolution of incidents of gender-based misconduct.

The College will respond to all alleged incidents of gender-based misconduct involving students, faculty, staff, or any other member of the Bard community, reported to have occurred:

- on campus;
- off campus involving members of the Bard community;
- through social media or other online interactions involving members of the Bard community; or
- during official Bard programs, regardless of location.

The information provided here is an overview. Bard College strongly recommends reading its entire Gender-Based Misconduct Policy, which can be found online at:

www.bard.edu/genderequity/policies/

BARD CAN HELP: Following a report of gender-based misconduct, the Title IX Coordinator can assist with providing **interim measures and accommodations**, such as changes in campus housing, changes to academic or work schedules, academic support and assistance, access to counseling and support services, work accommodations, no contact orders as well as other services and supports.

AFFIRMATIVE CONSENT is required before engaging in sexual activity; sexual activity without affirmative consent is sexual assault. Affirmative consent is a **knowing, voluntary, and mutual decision** among all participants to engage in sexual activity. Consent can be given by **words or actions**, as long as there is **clear permission** regarding willingness to engage in the sexual activity. Consent may be withdrawn at any time and sexual activity must stop. Consent cannot be given when a person is incapacitated. Prior sexual activity is not consent for future sexual activity. For more information about affirmative consent, please visit www.bard.edu/genderequity/

PRESERVING EVIDENCE relating to reports of gender-based misconduct (e.g. text messages, photos, clothing, bedding) may be important for an investigation or prosecution, or in obtaining an Order of Protection. Individuals who have experienced a recent sexual assault or act of physical violence are encouraged to seek medical care and consider seeking a Sexual Assault Forensic Exam (SAFE) at a local hospital. In New York, individuals may undergo a SAFE exam without making a report to law enforcement. It is important seek this exam within 96 hours of an incident and to not to bathe, wash, douche, smoke, change clothing, brush one's teeth prior, take fluids, or use the bathroom before to the examination. More information on accessing this free examination can be provided by contacting the Title IX Coordinator, the Rape/Sexual Assault Hotline, and BRAVE (please see reverse side of brochure for contact information).

All students have the right to:

- Make a report to local law enforcement and/or state police
- Have disclosures of domestic violence, dating violence, stalking, and sexual assault taken seriously
- Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution
- Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard
- Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed or should have acted in a different manner to avoid such crimes or violations
- Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident
- Be protected against retaliation by the College, any student, the accused and/ or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the College
- Access to at least one level of appeal of a determination
- Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process, including during all meetings and hearings related to such process
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the College.