

FILING A REPORT

Title IX, a federal law that prohibits discrimination in education on the basis of sex, ensures you have the right and can expect to have incidents of gender-based misconduct to be taken seriously. When formally reported, incidents will be investigated and properly resolved through administrative procedures. Formal reporting means that only people who need to know will be told and information will be shared only as necessary with investigators, witnesses, and the accused individual. Formal reports can be made to the offices listed below:

Office for

Gender Equity: 845-758-7542

Human Resources: 845-758-7428

GRIEVANCE PROCEDURE:

Please visit, <http://www.bard.edu/titleix/policies/>, for detailed information on Bard College's process when investigating and resolving institutional complaints of gender-based misconduct.

CRIMINAL REPORTING:

You have the right to begin a criminal investigation. In the incident of sexual assault, it is important to seek free medical care through a Sexual Assault Forensic Examination (SAFE). This exam should be completed within 96 hours of an assault and can be accessed, along with the support of a crime victims advocate, by contacting, **845-452-7272**. Preserving evidence of an assault through a SAFE examination is critical to supporting a criminal prosecution. The completion of this exam does not require you to file charges with law enforcement and the evidence collected will be kept for a minimum of 30 days. Charges with law enforcement can be filed by contacting the NY State Police Department, **845-876-4194**.

CONFIDENTIAL RESOURCES:

Individuals can seek support from certain resources who are not required to tell anyone else private, personally identifiable information unless there is cause for fear of victim safety, or the safety of others. There are individuals who the college has not specifically designated as "responsible employees" for purposes of putting the institution on notice and for whom mandatory reporting is not required, other than in the above stated limited circumstances. These resources include those without supervisory responsibility or remedial authority to address gender-based misconduct (i.e. BRAVE Counselors, Counseling or Health Services).

If you are unsure of someone's duties and ability to maintain your privacy, ask them before you talk to them.

BARD CAMPUS:

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

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



Bard College

Title IX & Gender-Based Misconduct



Gabagan House

Linda Goldsberry Morgan, J.D.
Associate Dean for Gender
Equity/ Title IX Administrator

845-758-7542
titleix@bard.edu

For additional information pertaining to Title IX policies, procedures, individual rights and support resources visit:

www.bard.edu/titleix

BARD COLLEGE
30 Campus Rd.
Gabagan House
Annandale on Hudson, NY 12504
Phone: 845-758-7542

Our Policy At a Glance

Bard Doesn't Discriminate:

Bard College is committed to ensuring equal access to its educational programs and equal employment without regard to an individual's sex, gender, race, color, national origin, religion, age, disability, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, ex-offender status, or any other characteristic protected by federal, state, or local law. Students, employees, applicants, and other members of Bard College community shall not be subject to discrimination or harassment prohibited by law or otherwise treated adversely based upon a protected characteristic.

Bard Acts:

The College will not tolerate harassing, violent, intimidating, or discriminatory conduct by its students, employees, or any other member of, or visitor to, the College community. This includes, without limitation, sexual harassment, sexual assault, sexual violence, dating violence, and domestic violence.

Bard Cares:

Bard College and its affiliated programs are committed to providing a learning environment free from sexual and gender-based harassment, discrimination, and assault (gender-based misconduct). Bard College is committed to preventing, responding to, and remedying occurrences of gender-based misconduct.

Bard Listens:

Any member of the community who wishes to file a report for gender-based misconduct may do so by contacting Linda Goldsberry Morgan, our Title IX Administrator who can discuss options for reporting and assist with numerous other resources to offer support and assistance. Reports can be submitted by contacting the Office for Gender Equity, either: by phone ([845-758-7542](tel:845-758-7542)), by e-mail (titleix@bard.edu), through campus mail at 102 Gahagan House, or through the online reporting system (<http://tinyurl.com/BardIncidentReport>)

Bard College strongly recommends reading its entire policy, investigative process, and FAQ's found online at www.bard.edu/titleix.

Student Bill of Rights

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.

Gender-Based Misconduct includes:

Non-Consensual Sexual Contact: Any intentional sexual touching, however slight, with any object or body part, upon any person, that is by force and/or without a person's consent.

Non-Consensual Sexual Intercourse: Any form of sexual intercourse (anal, oral, or vaginal), however slight, with any object or body part upon any person that is by force and/or without consent. Intercourse is defined as anal, oral, or vaginal penetration by an inanimate object or another's body part.

Intimate Partner Violence: The willful intimidation, economic control, manipulation, humiliation, isolation, coercion, threat of or actual physical harm as part of a systematic pattern of power and control perpetrated by one intimate partner against another.

Sexual Harassment: Sexual harassment is defined as unwelcome, sexually based, verbal, written, visual, or physical conduct.

Gender-Based Harassment: Acts of verbal, non-verbal, physical aggression, intimidation, stalking, or hostility based on gender or gender-stereotyping constitute gender-based harassment.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking behaviors may include, pursuing or following, unwanted or non-consensual communication or contact.

Sexual Exploitation: Sexual Exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to the benefit or advantage of anyone other than the one being exploited.