

# HOW WE CAN HELP

## Information About Title IX and Sexual Misconduct at Bates College

*[bates.edu/sexual-respect](http://bates.edu/sexual-respect)*

**FALL 2016**

#### **NON-DISCRIMINATION STATEMENT**

Bates College is committed to the principle of equal opportunity and providing an educational and work environment free from discrimination. The college prohibits discrimination on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or gender expression, age, disability, genetic information or veteran status and other legally protected statuses in the recruitment and admission of its students, in the administration of its education policies and programs, or in the recruitment of its faculty and staff. Bates College adheres to all applicable state and federal equal opportunity laws and regulations.

Inquiries concerning the college's policies, compliance with applicable laws, statutes, and regulations (such as Title VII, Title IX, ADA/Section 504, and Maine Human Rights Act), and complaints may be directed to:

**Gwen Lexow**, Director of Title IX and Civil Rights Compliance,  
at [glexow@bates.edu](mailto:glexow@bates.edu) or 207-786-4465.

Bates

**Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any federally funded education program or activity.**

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**Bates is committed to resolving all reports of sexual misconduct and harassment promptly, fairly, and thoroughly.**

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The Bates Title IX Team  
We're Here to Help You.

**The Bates Title IX Team is trained to receive, respond to, and resolve all reports of sexual misconduct, harassment, and gender-based discrimination that affect Bates community members.**

Our role is to eliminate, prevent, and redress all known instances of gender-based misconduct, such as sexual violence, stalking, and relationship violence.

We are charged with: investigating and resolving reported misconduct and other gender-equity concerns; supporting the people involved; implementing measures to maximize campus safety; and promoting everyone's ability to live and learn in an environment free from gender-based discrimination.

### **WE CAN HELP YOU:**

- **Obtain confidential support and connect with resources;**
- **Access protective measures such as No Contact Orders;**
- **By arranging for supportive measures, such as academic, housing, work, or transportation changes or remedies;**
- **By responding to allegations of retaliation;**
- **File a criminal complaint with local law enforcement; and**
- **By providing clear and accurate information regarding our policies and procedures and your rights under our Sexual Misconduct and Harassment Policy and Title IX.**

Resources and assistance are available for all members of our community. Access to this assistance is independent of whether an individual wishes to file an official report or to pursue formal resolution of a report.

### **TITLE IX OFFICER**

**Gwen Lexow**

*glexow@bates.edu*

207-786-6445 | Lane Hall 202A

### **DEPUTY TITLE IX COORDINATOR FOR FACULTY**

**Kathy Low**

*klow@bates.edu*

207-786- 6186 | Lane Hall 120

### **DEPUTY TITLE IX COORDINATOR FOR STUDENTS**

**Erin Foster Zsiga**

*efoster@bates.edu*

207-786- 6215 | Lane Hall 110

### **DEPUTY TITLE IX COORDINATOR FOR ATHLETICS**

**Melissa DeRan**

*mderan@bates.edu*

207-786- 5954 | Alumni Gym #11

### **DEPUTY TITLE IX INTERIM COORDINATOR FOR STAFF**

**Ken Emerson**

*kemerson@bates.edu*

207-786-8271 | 215 College St.

**Our website always reflects the most updated contact info:**

*[bates.edu/sexual-respect](https://www.bates.edu/sexual-respect)*

# YOUR RIGHTS

## You have the right to:

- Live and learn at Bates free from gender-based discrimination;
- Have your privacy protected by all individuals involved in the investigation and resolution of your report;
- File a report and have it resolved promptly, fairly, and thoroughly according to the Bates College Sexual Misconduct and Harassment Policy;
- Receive interim support and reasonable protective measures to help you continue to live and learn at Bates;
- Choose whether to file a criminal complaint with local law enforcement and to receive assistance should you wish to do so;
- Be free from retaliation for making a report;
- Receive timely notice of meetings and equal access to information used in those meetings;
- Choose whether you wish to participate in any formal investigative process;
- Have an advisor or support person present at all meetings;
- Receive written notification (simultaneously with responding party) of the outcome of any investigation, including sanctions, any changes to the outcome due to appeal, and when the outcome becomes final;
- Appeal the findings and the sanction as detailed in the Sexual Misconduct and Harassment Policy; and
- Receive amnesty for minor drug or alcohol violations that occurred at the time of the incident.

You have these rights regardless of your race, color, ethnicity, national origin, age, sex, gender identity or expression, sexual orientation, religion, or any other protected class.

## SEEKING MEDICAL CARE

Individuals are encouraged to seek medical care to assess immediate health care needs. Individual should consider preserving evidence for future use. When seeking care for sexual violence, you have the option of requesting that your care be provided under State of Maine's Victim's Compensation Fund.

### BATES HEALTH SERVICES

31 Campus Avenue | 207-786-6199

9 am-5 pm Monday-Friday

*Treatment of injuries, emergency contraception, and STI testing and treatment.*

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### CENTRAL MAINE MEDICAL CENTER (BATES COMMUNITY PARTNER)

300 Main Street, Lewiston | 207-795-2200

24-hour Emergency Department

*Treatment of injuries, emergency contraception, and STI testing and treatment.  
Sexual Assault Forensic Examiners are available to provide forensic exams and collect physical evidence for future use.*

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### LEWISTON FAMILY PLANNING

179 Lisbon Street, Lewiston | 207-795-4007

Limited hours Monday, Wednesday, Thursday and Friday

*Provide specialized care for sexual and reproductive health to individuals of all genders, including transgender health services.*

## SPEAKING CONFIDENTIALLY

If you are uncertain whether you wish to file a report, you may speak confidentially regarding your experience or concerns with the following resources.

Except in extremely rare and limited circumstances, these individuals are under no obligation to share your personal information with the Title IX Officer or others at the college. They may provide non-identifying statistical information for federal reporting requirements.

### SEXUAL ASSAULT VICTIM'S ADVOCATE (SAVA)

Rebekah Snyder.

[sava@bates.edu](mailto:sava@bates.edu)

207-753-6996

161 Wood Street, 2nd floor

### COUNSELING AND PSYCHOLOGICAL SERVICES

207-786-6199

31 Campus Avenue

### MULTIFAITH CHAPLAIN

Brittany Longsdorf

[blongsdo@bates.edu](mailto:blongsdo@bates.edu)

207-786-8272

163 Wood Street, 2nd floor

### SEXUAL ASSAULT PREVENTION & RESPONSE SERVICES (SAPARS)

24-hour helpline: 800-871-7741

### SAFE VOICES (domestic violence)

24-hour helpline: 800-559-2927

## REPORTING PRIVATELY

If you are ready to speak privately about your experience, we encourage you to speak with [Gwen Lexow, the Title IX Officer](#), or any [Deputy Coordinator](#). You may also speak with a member of [Campus Safety and Security](#) at 207-786-6254 or in person at 245 College Street.

Additionally, all faculty, coaches, administrators, and residence life staff are required to share knowledge of any sexual misconduct with the Title IX Officer. Disclosure of sexual misconduct to any of these individuals will initiate a Title IX response.

There is no time limit for reporting to college staff.

## REPORTING ANONYMOUSLY

You also may report sexual misconduct and harassment anonymously:

1. online at: [bates.ethicspoint.com](http://bates.ethicspoint.com); or 2. by phone at 844-251-1879.

The Title IX Officer receives all anonymous reports.

## REPORTING TO LAW ENFORCEMENT

Individuals wishing to file a criminal complaint with law enforcement may call the [Lewiston Police Department](#) directly at 207-784-6421. You may also contact the Title IX Officer or Campus Security to assist you with filing a criminal complaint. Individuals are NOT required to file a criminal complaint.

## BATES POLICY PROHIBITS THE FOLLOWING CONDUCT:

- Sexual Harassment;
- Sexual Assault;
- Non-Consensual Sexual Contact;
- Sexual Exploitation;
- Intimate Partner Violence;
- Stalking;
- Indecent Exposure; and
- Retaliation.

## CONSENT CONSISTS OF AN ACTIVE, CONSCIOUS, AND VOLUNTARY AGREEMENT TO ENGAGE IN SEXUAL ACTIVITY. CONSENT IS:

- Informed and reciprocal;
- Freely and actively given;
- Mutually understandable;
- Not indefinite; and
- Not unlimited.

An incapacitated individual cannot consent.

For definitions and descriptions of prohibited conduct and consent, please see: Bates Sexual Misconduct and Harassment policy ([bates.edu/sexual-respect](http://bates.edu/sexual-respect)).



## RESOLUTION OPTIONS

Bates is committed to resolving all reports of sexual misconduct and harassment promptly, fairly, and thoroughly. Investigations are conducted by impartial investigators. These investigators receive annual training on issues related to sexual misconduct and on how to conduct reliable investigations that protect the privacy and well-being of all involved.

Under most circumstances, the reporting party maintains control of decision-making in choosing how to proceed. Resolution options following a report include no action (remedies-based with no notification to responding party), informal resolution (remedies-based, non-disciplinary action), and formal resolution (sanctions-based, disciplinary action). The college will balance an individual's expressed preferences with its obligation to provide for campus safety.

Individuals found responsible for violations of the Sexual Misconduct and Harassment Policy face a range of sanctions that could include mandatory education or counseling, probation, suspension, and/or expulsion.

For more information on resolution options and the procedures for formally resolving reports, please see: [bates.edu/sexual-respect/sexual-misconduct-and-harassment-policy/](http://bates.edu/sexual-respect/sexual-misconduct-and-harassment-policy/). Additionally, the Title IX Team and the SAVA are available to offer support and answer questions about the resolution process.

## OPTIONS FOR ORDERS OF PROTECTION

### CAMPUS NO CONTACT ORDERS

The college may implement a campus No Contact Order (NCO) between two community members when reasonable concern of physical or psychological harm may be present. You may request a No Contact Order from the Title IX Officer, Gwen Lexow, at 207-786-6445.

### CIVIL PROTECTION ORDERS

Maine law enables victims of domestic or dating abuse, sexual assault, stalking, or other forms of harassment to obtain both short-term emergency protection and, after hearing, long-term protection. Individuals can petition the court for either a Protection from Abuse (against a family member) or Protection from Harassment (against a non-family member) Order. For more information on how to petition for a civil protection order, you may speak with the SAVA (207-753-6996) or with SAPARS (877-527-8644). You may also access the State of Maine's "Guide to Protection Orders" at: [http://www.courts.maine.gov/reports\\_pubs/pubs/hanbooks\\_guides/pa\\_ph/PA-PH%20Guide-05.14.pdf](http://www.courts.maine.gov/reports_pubs/pubs/hanbooks_guides/pa_ph/PA-PH%20Guide-05.14.pdf).

## OTHER RESOURCES

### BATES RESOURCES

#### Accessibility Services

Abigail Nelson

[anelson2@bates.edu](mailto:anelson2@bates.edu) | 207-786- 6222 | Lane Hall, Room 101

#### Bates Confidential Employee Assistance Program

[www.lifebalance.net](http://www.lifebalance.net) | 877-259-3785

#### Financial Aid Assistance

Wendy Glass

[wglass@bates.edu](mailto:wglass@bates.edu) | 207-786-6096 | Libbey Forum, Room 8

#### Visa and Immigration Assistance

Shirley Govindasamy

[sgovinda@bates.edu](mailto:sgovinda@bates.edu) | 207-753-6948 | 215 College Ave., Rm. 222

### Criminal Justice Resources

#### Androscoggin County Victim-Witness Advocate

Androscoggin County Courthouse

2 Turner Street, Auburn | 207-783-7311

#### Androscoggin County District Attorney

Androscoggin County Courthouse

2 Turner Street, Auburn | 207-783-7311

[www.androscoggincountymaine.gov/DA/DA.htm](http://www.androscoggincountymaine.gov/DA/DA.htm)

#### Maine Victim's Compensation Program

Office of Attorney General

6 State House Station, Augusta | 207-624-7882

[www.maine.gov/ag/crime/victims\\_compensation/index.shtml](http://www.maine.gov/ag/crime/victims_compensation/index.shtml)

### 24-HOUR HELPLINES

Tri-County Mental Health Services Crisis Center

888-568-1112

Rape, Abuse, Incest National Network (RAINN)

800-656-4673

National Domestic Violence Hotline

800-799-7233

## IN THE FIRST 72 HOURS:

- Get to a safe place.
- Talk to someone you trust.
- Seek medical care to assess immediate health needs.
- Consider filing a report with the college, local law enforcement, or both.
- Preserve evidence for future use. Physical evidence may be necessary for criminal prosecution or obtaining a Protection Order. If possible, do not bathe, change clothing, use the restroom, or brush your teeth prior to having evidence gathered. You do not need to file a police report to get a forensic exam. Preserving evidence keeps your options open.

**Sexual Assault Prevention and Response Services (800-871-7741)** can provide 24-hour confidential advocacy and support. An advocate can help identify resources and reporting options or accompany you to get medical care or to file a report.

Individuals seeking on campus confidential support can speak with the **Sexual Assault Victim's Advocate**, the **Multifaith Chaplain**, and the counselors in **Counseling and Psychological Services** during regular business hours.

## IN AN EMERGENCY

Emergency dispatch: 911

Bates Campus Safety and Security: 207-786-6111

Lewiston Police Department: 207-784-6421

## IF YOU HAVE IMMEDIATE HEALTH NEEDS

Bates Student Health Services: 207-786-6199 (9 am-5 pm M-F)

Central Maine Medical Center: 207-795-2200

Bates Counseling and Psychological Services: 207-786-6199 (9 am-5 pm M-F)