



# HOW WE CAN HELP

RESOURCES AND INFORMATION  
FOR SURVIVORS OF SEXUAL VIOLENCE  
*[bates.edu/here-to-help](https://bates.edu/here-to-help)*

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## CONTENTS

<b>3</b> Introduction	<b>16</b> Reporting Anonymously
<b>4</b> Bates Title IX Mission	<b>17</b> Reporting to Law Enforcement
<b>6</b> How We Can Help	<b>18</b> Policy
<b>8</b> Your Rights	<b>19</b> Consent
<b>10</b> Seeking Medical Care	<b>20</b> Resolution
<b>11</b> Speaking Confidentially	<b>22</b> Orders for Protection
<b>13</b> Resources: <i>On Campus</i>	<b>23</b> Other Resources and 24-Hour In the First 72 Hours <b>(back cover)</b>
<b>14</b> Resources: <i>Off Campus</i>	

## 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/Title IX Coordinator, at [glxow@bates.edu](mailto:glxow@bates.edu) or **207-786-6445**.

TITLE IX OF THE EDUCATION  
AMENDMENTS OF 1972  
PROHIBITS DISCRIMINATION  
ON THE BASIS OF SEX IN ANY  
FEDERALLY FUNDED EDUCATION  
PROGRAM OR ACTIVITY.



Bates is committed to resolving all reports of sexual harassment, including sexual assault, stalking, and domestic and dating violence, promptly, fairly, and thoroughly.



The Bates Title IX Team is trained to receive, respond to, and resolve all reports of sexual 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, sexual harassment, 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:

By providing clear and accurate information regarding our policies and procedures and your rights under our policy

File a criminal complaint with local law enforcement

By responding to allegations of retaliation

File an formal complaint with the college

By arranging for supportive measures, such as academic, housing, work, or transportation changes or remedies

Obtain confidential support and connect with resources

Access protective measures such as No Contact Orders

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



## TITLE IX TEAM CONTACT INFORMATION

### TITLE IX COORDINATOR

Gwen Lexow  
*[glexow@bates.edu](mailto:glexow@bates.edu)*  
207-786-6445 | Lane Hall 202A

### DEPUTY TITLE IX COORDINATOR

**FOR ATHLETICS**  
Celine Cunningham  
*[ccunning@bates.edu](mailto:ccunning@bates.edu)*  
207-786-6342 | Alumni Gym

### DEPUTY TITLE IX COORDINATOR

**FOR STUDENTS**  
Erin Foster Zsiga  
*[efoster@bates.edu](mailto:efoster@bates.edu)*  
207-786-6215 | Lane 104

### DEPUTY TITLE IX COORDINATOR

**FOR FACULTY**  
Áslaug Ásgeirsdóttir  
*[aasgeirs@bates.edu](mailto:aasgeirs@bates.edu)*  
207-786-6472 | Lane Hall 120

### DEPUTY TITLE IX COORDINATOR

**FOR STAFF**  
Hope Burnell  
*[hburnell@bates.edu](mailto:hburnell@bates.edu)*  
207-786-8388 | 215 College St.

Our website always reflects the most updated contact info:  
*[bates.edu/here-to-help](http://bates.edu/here-to-help)*.

# YOU HAVE THE RIGHT TO:

**LIVE AND LEARN** at Bates free from gender-based discrimination

**FILE A REPORT** and have it resolved promptly, fairly, and thoroughly

**CHOOSE WHETHER** to file a criminal complaint with local law enforcement and to receive assistance should you wish to do so

**HAVE YOUR PRIVACY** protected by all individuals involved in the investigation and resolution of your report

**RECEIVE SUPPORTIVE** and safety measures to help you continue to live and learn at Bates

**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 resolution, including sanctions, any changes to the outcome due to appeal, and when the outcome becomes final

**APPEAL THE OUTCOME** of the resolution process on limited grounds

**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. Individuals should consider preserving evidence for future use. When seeking care for sexual violence and injuries related to dating or domestic violence, or stalking, you have the option of requesting that your care be provided under the State of Maine's Victim's Compensation Fund.



### **BATES HEALTH SERVICES**

31 Campus Avenue

**207-786-6199**

9am–5pm | Monday–Friday

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



### **CENTRAL MAINE MEDICAL CENTER**

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.



### **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 or want to learn more about support and reporting options, 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 Coordinator or others at the college. They may provide non-identifying statistical information for federal reporting requirements.



**BATES SEXUAL ASSAULT VICTIM ADVOCATE (SAVA)**

Andee Bucciarelli | [sava@bates.edu](mailto:sava@bates.edu)  
**207-753-6996** | Chase Hall 223

Provides information, advocacy, and support to anyone affected by sexual violence, sexual harassment, stalking, or interpersonal violence. Can assist with understanding campus reporting and resolution processes and with accessing resources and support. Can also assist with navigating local medical and legal systems.

**COUNSELING AND PSYCHOLOGICAL SERVICES**

**207-786-6200** | 31 Campus Avenue

Provides comprehensive mental health care, including both crisis and therapeutic counseling for students.

**MULTIFAITH CHAPLAIN**

Brittany Longsdorf | [blongsdo@bates.edu](mailto:blongsdo@bates.edu)  
**207-786-8272** | Wood Street, 2nd floor

Provides emotional and spiritual support through pastoral care and conversation.





## OFF CAMPUS RESOURCES

### SEXUAL ASSAULT PREVENTION & RESPONSE SERVICES (SAPARS) **24-hour helpline: 800-871-7741**

Provides information, advocacy, and support to anyone affected by sexual violence. Can assist with navigating local medical and legal systems.

### SAFE VOICES (domestic violence) **24-hour helpline: 800-559-2927**

Provide advocacy, support, and education for anyone experiencing relationship violence. Specialize in assisting with safety planning and navigating the legal system.

### TRI-COUNTY MENTAL HEALTH SERVICES **24-hour crisis line: 888-568-1112** 888-344-4673 | [tcmhs.org](http://tcmhs.org)

Local, confidential mental health care from licensed professionals. Providing trauma-informed, integrated services that promote whole health and wellness.

### EMPLOYEE ASSISTANCE PROGRAM (EAP) Aetna Resources for Living [resourcesforliving.com](http://resourcesforliving.com) | **888-238-6232** User ID: 4bates; ID = bwell

Provides free, confidential counseling services to Bates employees to help address a variety of personal issues. Staffed 24/7 by qualified mental health professionals available to listen to concerns and make referrals to a local provider for in person counseling or to resources in your community.

### IMMIGRANT RESOURCE CENTER OF MAINE 265 Lisbon Street, Suite 2, Lewiston **207-753-0061** | [ircofmaine.org](http://ircofmaine.org)

Provides culturally and linguistically sensitive services to the refugee and New Mainer communities, including interpreter services; domestic violence, sexual assault and trafficking support and advocacy; and system advocacy.





# REPORTING PRIVATELY

If you are ready to speak privately about your experience, we encourage you to speak with Gwen Lexow, the Title IX Coordinator, or any Deputy Coordinator. You may also speak with a member of Bates Campus Safety 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 violence or harassment (including assault, stalking, and interpersonal violence) with the Title IX Coordinator. 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

1.

Online at:  
***bates.ethicspoint.com***

2.

By phone at  
**844-251-1879.**  
The Title IX Coordinator 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 Coordinator or Bates Campus Safety to assist you with filing a criminal complaint. Individuals are NOT required to file a criminal complaint.

For more information about filing a criminal complaint, please see: ***bates.edu/here-to-help***.



## BATES POLICY *PROHIBITS* THE FOLLOWING CONDUCT:

SEXUAL HARASSMENT

SEXUAL EXPLOITATION

SEXUAL ASSAULT

INDECENT EXPOSURE

DATING & DOMESTIC VIOLENCE

RETALIATION

STALKING

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



**An incapacitated  
individual cannot  
consent.**

### **CONSENT IS:**

INFORMED AND RECIPROCAL;  
FREELY AND ACTIVELY GIVEN;  
MUTUALLY UNDERSTANDABLE;  
NOT INDEFINITE; AND  
NOT UNLIMITED.

For full definitions and descriptions of prohibited conduct and consent, please see:  
Bates Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy | [bates.edu/here-to-help](https://www.bates.edu/here-to-help).

## RESOLUTION OPTIONS

Bates is committed to resolving all reports of sexual violence and harassment promptly, fairly, and thoroughly. Investigations are conducted by impartial investigators. These investigators receive annual training on issues related to sexual violence and harassment and on how to conduct fair and 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:

**Request for supportive and safety measures only;**

**Administrative Resolution:**  
a remedies-based approach with no formal investigation or determination of responsibility;

**Informal Resolution:**  
an opportunity to reach a mutually-agreeable resolution of a complaint without a full formal grievance process; and

**Formal Resolution:**  
formal grievance process that includes a fact-gathering investigation into the complaint, a determination hearing, and opportunities for appeal.

The college will balance an individual's expressed preferences with its obligation to provide for campus safety.

For more information on resolution options and the procedures for formally resolving reports, please see: [bates.edu/here-to-help](https://www.bates.edu/here-to-help). 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 Coordinator, **Gwen Lexow**, at **207-786-6445** or **glexow@bates.edu**.

### 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 or Protection from Harassment Order. For more information on how to petition for a civil protection order, you may speak with the **SAVA** at **207-753-6996** or with **SAPARS** at **800-871-7741**.

### PRESERVING EVIDENCE

Physical evidence may be necessary for criminal prosecution or obtaining a Protection Order. Preserving evidence keeps your options open, allowing you to make decisions regarding how to proceed at a future time. Where applicable consider having a forensic exam. Exams can be done as many as five days after an assault. You do not need to file a police report to get an exam. Consider preserving electronic evidence, such as texts, photos, social media posts, and phone records, as well. More information about forensic exams can be found at: **bates.edu/here-to-help**.



### BATES RESOURCES

ACCESSIBILITY SERVICES  
**bates.edu/accessible-education**  
207-786-6222  
Ladd Library, #G65

FINANCIAL AID ASSISTANCE  
Wendy Glass  
**wglass@bates.edu**  
207-786-6096  
Libbey Forum, Room 8

VISA AND IMMIGRATION ASSISTANCE  
Shelley Palmer  
**spalmer@bates.edu**  
207-786-6223  
124 Roger Williams Hall

### ADDITIONAL NATIONAL HELPLINES

**1in6**  
**1in6.org/men/get-help**

A free and anonymous 24-hour online helpline for male-identified people who've experienced sexual abuse or assault and for those who care about them.

**FORGE**  
**forge-forward.org**

Online resources for transgender and gender non-conforming survivors of violence and their allies, including assistance with referrals to local therapists who specialize in working with to transgender individuals.

**National Domestic Violence Hotline**  
**24-hour helpline:**  
**800-799-7233**  
**thehotline.org**

A confidential domestic violence hotline staffed by highly-trained advocates available to talk confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship.

**The Stalking Prevention, Awareness, and Resource Center (SPARC) | stalkingawareness.org**

Provides online resources to victims of stalking, including information about how to connect to victim services and safety planning.

**Rape, Abuse, Incest National Network (RAINN)**  
**24-hour helpline:**  
**800-656-4673**  
**rainn.org**

The nation's largest anti-sexual violence organization. Free, confidential support via its national sexual assault hotline. Advocates are available via hotline or the chat function on their website.

## IN THE FIRST 72 HOURS

GET TO a safe place.

TALK TO someone you trust:

Sexual Assault and Prevention Response Services  
**800-871-7741**

Bates Sexual Assault Victim Advocate  
**207-753-6696**

Bates Counseling and Psychological Services  
**207-786-6200**

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. Preserving evidence keeps your options open; consider securing it for future use.

### IN AN EMERGENCY

Emergency dispatch **911**

Bates Campus Safety  
**207-786-6111**

Lewiston Police Department  
**207-784-6421**

### IF YOU HAVE IMMEDIATE HEALTH NEEDS

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

Central Maine Medical Center  
**207-795-2200**

Bates Counseling and  
Psychological Services  
**207-786-6200**