
FALL 2023

HOW WE CAN HELP

Office of Title IX and Civil
Rights Compliance

BATES.EDU/
HERE-TO-HELP

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IN THE FIRST 72 HOURS...

Get to a safe place

SEEK MEDICAL CARE

to assess immediate
health needs

IN AN EMERGENCY

Emergency
dispatch 911

Bates Campus Safety
(207) 786-6111

Lewiston Police Dept.
(207) 784-6421

PRESERVE EVIDENCE

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



CONSIDER FILING

a report with the college,
local law enforcement,
or both

Talk to someone you trust

SAFE VOICES (interpersonal violence)
(800) 559-2927

**SEXUAL ASSAULT AND PREVENTION
RESPONSE SERVICES**
(800) 871-7741

CONFIDENTIAL RESOURCE ADVISOR
(207) 753-6996

**COUNSELING AND
PSYCHOLOGICAL SERVICES**
(207) 786-6200

MULTIFAITH CHAPLAINS
(207) 786-8272

If you have immediate health needs

BATES HEALTH SERVICES
(207) 786-6199 (9am–5pm, M–F)

CENTRAL MAINE MEDICAL CENTER
(207) 795-2200

**COUNSELING AND
PSYCHOLOGICAL SERVICES**
(207) 786-6200

MISSION OF THE OFFICE OF TITLE IX AND CIVIL RIGHTS COMPLIANCE

BATES IS COMMITTED to resolving all reports of bias, harassment, and discrimination, including sexual harassment, sexual assault, stalking, and domestic and dating violence, promptly, fairly, and thoroughly.

MEMBERS OF THE TEAM RECEIVE SPECIFIC TRAINING to receive, respond to, and resolve all reports of bias, harassment, and discrimination that affect Bates community members.

OUR ROLE is to eliminate, prevent, and remedy all known instances of discrimination and harassment.

WE ARE CHARGED WITH:

- investigating and resolving reported misconduct and other equity concerns
- supporting the people involved
- implementing measures to maximize campus safety
- promoting everyone's ability to live, learn, and work in an environment free from bias, harassment, and discrimination.

CONTACT INFORMATION

TITLE IX COORDINATOR

Gwen Lexow
Associate Vice President for Title IX & Civil
Rights Compliance
glexow@bates.edu
(207) 786-6445
Lane Hall, Room 202A

DEPUTY TITLE IX COORDINATOR FOR ATHLETICS

Celine Cunningham
Deputy Director of Athletics/Senior Woman
Administrator
ccunning@bates.edu
(207) 786-6342
Alumni Gym

DEPUTY TITLE IX COORDINATOR FOR FACULTY

Don Dearborn
Associate Dean of the Faculty and
Professor of Biology
ddearbor@bates.edu
(207) 786-6107
Lane Hall, Room 120

DEPUTY TITLE IX COORDINATOR FOR STUDENTS

Andee Bucciarelli
Associate Director for Health Education
and Residence Life
abucciar@bates.edu
(207) 755-5947
Chase Hall, Room G001A

DEPUTY TITLE IX COORDINATORS FOR STAFF

Hope Burnell
Assistant Vice President for Human Resources
hburnell@bates.edu
(207) 786-8388
215 College St.

Patty Rooney
Director of Human Resources
prooney@bates.edu
(207) 786-6935
215 College St.

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

WE CAN HELP YOU...

BY PROVIDING
CLEAR and accurate
information regarding
our policies and
procedures and your
rights under our policy

BY ARRANGING FOR
supportive measures,
such as academic,
housing, work, or
transportation changes

FILE A FORMAL
complaint with
the college



OBTAIN
CONFIDENTIAL
support and connect
with resources

ACCESS PROTECTIVE
measures such as
No Contact Orders

FILE A CRIMINAL
complaint with local
law enforcement

BY RESPONDING
to allegations of
retaliation

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.

SUPPORTIVE MEASURES...

Supportive measures are non-disciplinary, non-punitive services designed to mitigate the effects of harm and provide protection. Supportive measures are available on their own, or in conjunction with a resolution process. Supportive measures may include but are not limited to assistance with:

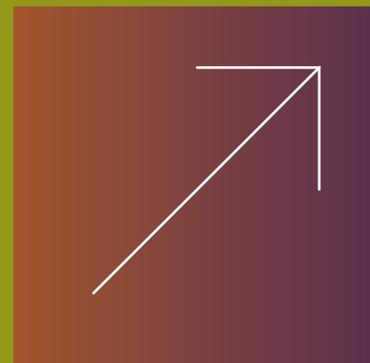
MEDICAL
or therapeutic care

ACCESSING confidential
resources

ACADEMIC needs,
arranged in conjunction
with faculty

PERSONAL safety measures

HOUSING or dining
assistance



JOB SCHEDULING
arrangements

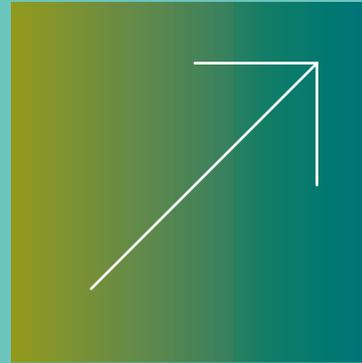
FACILITATION OF
voluntary leave
of absence

FINANCIAL AID, visa,
and/or immigration
counseling

ARRANGING FOR
a No Contact Order

SEEKING MEDICAL CARE...

INDIVIDUALS ARE
encouraged to seek
medical care to
assess immediate
healthcare 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



MEDICAL SUPPORT

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

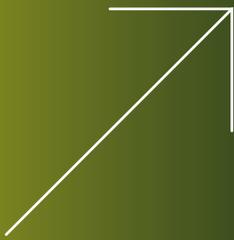
179 Lisbon Street, Lewiston

(207) 795-4007

Limited hours Monday, Wednesday, Thursday,
and Friday

*Provides specialized care for sexual and
reproductive health to individuals of all genders,
including gender affirming health services.*

SPEAKING CONFIDENTIALLY...



IF YOU ARE UNCERTAIN WHETHER YOU WISH TO FILE A REPORT or if you 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.

CONFIDENTIAL SUPPORT

On Campus

CONFIDENTIAL RESOURCE ADVISOR (CRA)

(207) 753-6996 | cra@bates.edu

Chase Hall, Room 001C

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 | caps@bates.edu

31 Campus Avenue

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

MULTIFAITH CHAPLAIN

Brittany Longsdorf | blongsdo@bates.edu

(207) 786-8272 | Wood Street, 2nd floor

Provides emotional and spiritual support through pastoral care and conversation.

BATES HEALTH SERVICES

Brenna Callahan | bcallaha@bates.edu

(207) 786-6201 | 31 Campus Avenue

Provides case management and medical system navigation support for students.

OFFICE OF INTERCULTURAL EDUCATION

Dri Huber | ahuber@bates.edu

(207) 755-5981 | Chase Hall, Room 151

Provides social, emotional, and identity based support for students.

Off Campus

SEXUAL ASSAULT PREVENTION & RESPONSE SERVICES (SAPARS)

24-HOUR HELPLINE

(800) 871-7741 | sapars.org

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

SAFE VOICES (INTERPERSONAL VIOLENCE)

24-HOUR HELPLINE

(800) 559-2927 | safevoices.org

Provides advocacy, support, and education for anyone experiencing relationship violence or trafficking. 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

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 | (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.

YOU HAVE THE RIGHT TO...

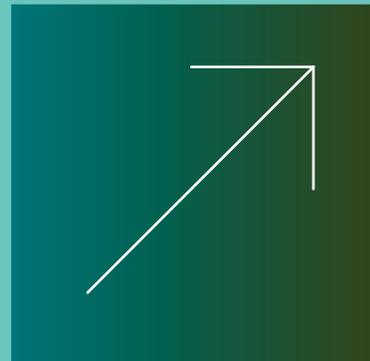


LIVE AND LEARN at Bates free from free from bias, harassment, and discrimination

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

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

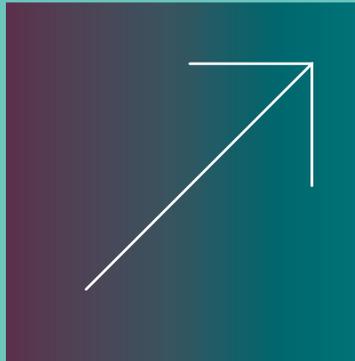


RECEIVE SUPPORTIVE and safety measures to help you continue to live and learn at Bates

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 of the
outcome of any
resolution of an
official complaint

APPEAL THE
OUTCOME of the
formal 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.

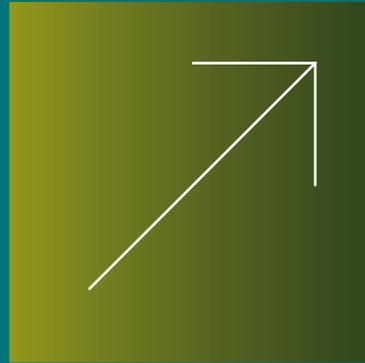
CONSENT...

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
- not unlimited

Consent is a critical component under Title IX.
For more information about consent, please see:
Bates Equal Opportunity, Non-Discrimination, and
Anti-Harassment Policy: [bates.edu/here-to-help](https://www.bates.edu/here-to-help)

PROHIBITED CONDUCT...

**Bates policy
prohibits
the following
conduct:**

PHYSICAL ASSAULT

THREATS OF
VIOLENCE

HAZING

BULLYING

SEXUAL HARASSMENT

SEXUAL ASSAULT

DATING & DOMESTIC
VIOLENCE

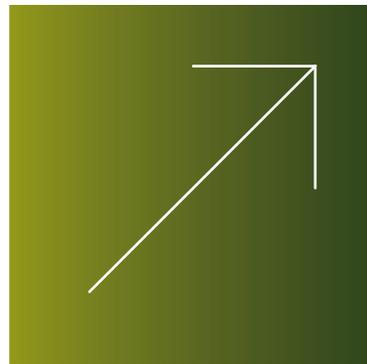
STALKING

SEXUAL
EXPLOITATION

INDECENT EXPOSURE

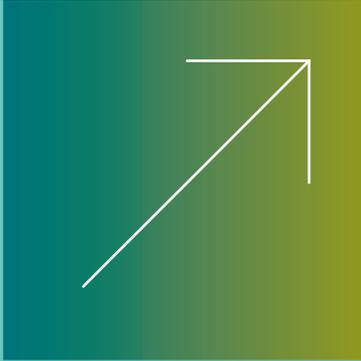
RETALIATION

DISCRIMINATION



For definitions of prohibited conduct,
see: [bates.edu/here-to-help](https://www.bates.edu/here-to-help)

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.

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.

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](https://www.bates.edu/here-to-help).



ANONYMOUSLY

Online at: secure.ethicspoint.com/domain/media/en/gui/43139/index.html

By phone at: (844) 251-1879

The Title IX Coordinator receives all anonymous reports.

RESOLUTION OPTIONS...

Bates is committed to resolving all reports of discrimination 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:**

ADMINISTRATIVE RESOLUTION

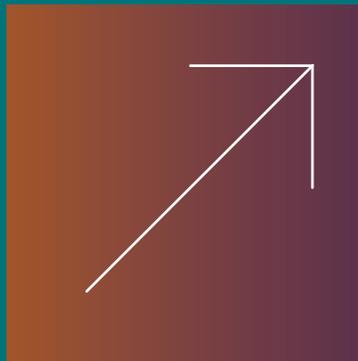
A remedies-based approach with no formal investigation or determination of responsibility.

ALTERNATIVE RESOLUTION

An opportunity to reach a mutually-agreeable resolution of a complaint without a full formal grievance process.

FORMAL RESOLUTION

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



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). The Title IX Team and the CRA are available to offer support and answer questions about the resolution process.

FORMAL RESOLUTION PROCESS

1

Contact the Title IX Team to schedule a meeting

5

Report finalized & shared with parties & Hearing Officer(s)

2

File a formal complaint

6

10-day preparation period

3

Investigation Phase: interviews with parties and witnesses; draft report created & shared

7

Hearing Phase: examination of parties & witnesses; notice of outcome delivered

4

10-day comment period

8

Both parties have a right to appeal after determination

ALTERNATIVE RESOLUTION PROCESS

ALTERNATIVE RESOLUTION is strictly voluntary, and parties may elect to withdraw or return to FORMAL RESOLUTION at any time if desired.

1

Contact the Title IX Team to schedule a meeting

2

File a formal complaint

6

Agreement reached

3

Request to pursue an Alternative Resolution

7

Resolution measures finalized and signed by both parties; complaint is considered resolved.

4

Assessment by Title IX Team

5

Both parties agree to pursue Alternative Resolution

If agreement not reached, return to Formal Resolution



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 **CRA 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**.

ADDITIONAL RESOURCES

On Campus

ACCESSIBLE EDUCATION

Carson Dockum
cdockumbates@bates.edu
(207) 786-6222
Ladd Library, Room G35

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

OFFICE OF EQUITY AND INCLUSION

Leana Amaez
lamaez@bates.edu
(207) 786-6031
Lane Hall, Room 201

Off Campus

IMMIGRANT RESOURCE CENTER OF MAINE

265 Lisbon Street, Suite 2, Lewiston
(207) 753-0061 | 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.

VETERANS AFFAIRS - LEWISTON VET CENTER

35 Westminster Street, Lewiston
(207) 783-0068 | va.gov
Provides confidential help for Veterans, service members, and their families at no cost in a non-medical setting. Services include counseling for needs such as depression, post traumatic stress disorder (PTSD), and the psychological effects of military sexual trauma (MST).

DISABILITY RIGHTS MAINE

160 Capitol Street, Suite 4, Augusta
(800) 452-1948 | drme.org
Provides assistance for people with disabilities inquiring about their legal rights. Services include information and referral provision, individual advocacy, education and training, and assistance with self-advocacy.

MAINE HUMAN RIGHTS COMMISSION

19 Union St, Augusta
(207) 624-6290 | maine.gov/mhrc
Enforces Maine's anti-discrimination laws. Provides guidance, interprets the Maine Human Rights Act (MHRA), and attempts to resolve complaints of discrimination to the mutual satisfaction of those who are involved.

NATIONAL HOTLINES

1IN6

1in6.org

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 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.

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.

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.

THE TREVOR PROJECT

thetrevorproject.org

Provides information and support to LGBTQ young people ages 13–24. Services include hotline and crisis support, as well as resources and information on topics including gender identity, sexual orientation, mental health, and suicide prevention.

NON-DISCRIMINATION STATEMENT

Bates College is committed to the principle of equal opportunity and providing an educational and work environment free from discrimination against, harassment of, or retaliation against any member of the college community on the basis of actual or perceived: race, color, ancestry, national or ethnic origin, religion, sex, sexual orientation, gender identity or gender expression, primary or native language, or citizenship status marital or parental status; age, physical or mental disability, genetic information or HIV status, 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 the Maine Human Rights Act) and complaints may be directed to:

Gwen Lexow

Associate Vice President for Title IX and
Civil Rights Compliance/Title IX Coordinator
glexow@bates.edu
(207) 786-6445
Lane Hall, Room 202A



BATES.EDU/
HERE-TO-HELP