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FALL 2024

# HOW WE CAN HELP

Office of Title IX and  
Civil Rights Compliance

[BATES.EDU/  
HERE-TO-HELP](https://www.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) 786-6421

**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 PREVENTION AND  
RESPONSE SERVICES (SAPARS)**  
(800) 871-7741

**CONFIDENTIAL RESOURCE ADVISOR (CRA)**  
(207) 753-6996

**COUNSELING AND PSYCHOLOGICAL  
SERVICES (CAPS)**  
(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 (CAPS)**  
(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 sex-based 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 STUDENTS

Andee Bucciarelli  
Associate Director for Health Education  
abucciar@bates.edu  
(207) 755-5947  
Chase Hall, Room G05

## DEPUTY TITLE IX COORDINATOR FOR ATHLETICS

Will Rothermel  
Deputy Director of Athletics  
wrothermel@bates.edu  
(207) 786-6364  
Alumni Gym

## DEPUTY TITLE IX COORDINATORS FOR STAFF

Patty Rooney  
Associate Vice President for Human Resources  
and Environmental Health & Safety  
prooney@bates.edu  
(207) 753-6935  
220 College Street

## 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

Lauren Danie-Briggs  
Director of Employee Experience  
ldainebriggs@bates.edu  
(207) 786-6433  
220 College Street

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 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 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 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.*

## **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.*

## **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.*

# 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)

Andrew Shepard

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

Chase Hall, Room 001C

*Provides information, advocacy, and support to anyone affected by sexual violence, sex-based 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 (CAPS)

(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 | 163 Wood Street

*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.*

## Off Campus

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

#### 24-HOUR HELPLINE

(800) 871-7741 | sapars.org

*Provides information, advocacy, and support for 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. Specializes 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; Password: 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 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 the 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



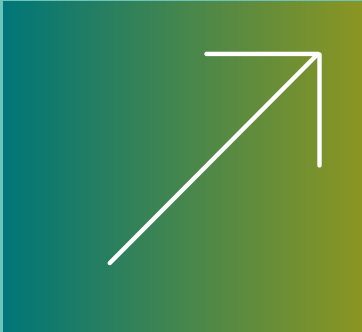
SEX-BASED HARASSMENT  
SEXUAL ASSAULT  
DATING & DOMESTIC VIOLENCE  
STALKING

SEXUAL EXPLOITATION  
RETALIATION  
DISCRIMINATION  
DISCRIMINATORY HARASSMENT

UNAUTHORIZED DISCLOSURE  
FAILURE TO COMPLY  
INDECENT EXPOSURE

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, which includes outreach and support offered to the individual impacted.

## 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](https://secure.ethicspoint.com)

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 ACTION

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

## INFORMAL RESOLUTION

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

## FORMAL RESOLUTION

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



For more information on the resolution options and the procedures for formally resolving reports, please see: [bates.edu/here-to-help](https://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

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**1** Contact the Title IX Team to schedule a meeting

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**2** File a complaint

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

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**4** 10-day comment period

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**5** Report finalized & shared with parties and Decision-Maker

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**6** Hearing Phase: examination of evidence, questions for parties & witnesses; determination made

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**7** Notice of outcome shared and sanctions delivered, if appropriate

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**8** Both parties have a right to appeal after determination

# INFORMAL RESOLUTION PROCESS

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

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**1** Contact the Title IX Team to schedule a meeting

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**2** Request to pursue Informal Resolution

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**3** Assessment and approval by Title IX Team

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**4** Both parties agree to participate in Informal Resolution

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**5** Agreement reached

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

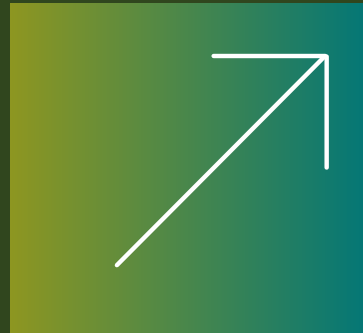
If agreement not reached, return to Formal Resolution



# 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](mailto: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](http://bates.edu/here-to-help).

# ADDITIONAL RESOURCES

## On Campus

### ACCESSIBLE EDUCATION

Carson Dockum  
cdockum@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  
Roger Williams Hall, Room 124

### 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 Street, 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 involved.*

# NATIONAL HOTLINES

## **1IN6**

1in6.org

*A free and anonymous 24-hour online helpline for male-identified people who have 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 relationships.*

## **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 principle of equal opportunity to providing an educational and work environment free from any 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, gender expression, primary or native language, marital status, parental status, age, physical or mental disability, genetic information, veteran status, citizenship status, HIV 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 and terms and conditions of employment of its faculty and staff. Bates College shall adhere 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 VI, Title VII, Title IX, ADA/Section 504, and Maine Human Rights Act), as well as reports or complaints, may be directed to:

**Gwen Lexow**

Associate Vice President for Title IX and  
Civil Rights Compliance/Title IX Coordinator

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

(207) 786-6445

Lane Hall 202A



**BATES.EDU/  
HERE-TO-HELP**