2026-2027 ACADEMIC YEAR

HOW WE CAN HELP

Office of Title IX and Civil Rights Compliance

BATES.EDU/
HERE-TO-HELP

Contents

IN THE FIRST 72 HOURS....3

MISSION OF THE OFFICE OF TITLE IX AND CIVIL RIGHTS COMPLIANCE....4

CONTACT INFORMATION....5

WE CAN HELP YOU....6

SUPPORTIVE MEASURES....7

SEEKING MEDICAL CARE....8

MEDICAL SUPPORT....9

SPEAKING CONFIDENTIALLY....10

YOU HAVE THE RIGHT TO....12

CONSENT....14

PROHIBITED CONDUCT....15

REPORTING....16

RESOLUTION OPTIONS....17

FORMAL RESOLUTION PROCESS....18

INFORMAL RESOLUTION PROCESS....19

OPTIONS FOR ORDERS OF PROTECTION....20

ADDITIONAL RESOURCES....21

NATIONAL HOTLINES....22

NON-DISCRIMINATION STATEMENT....23

IN THE FIRST 72 HOURS...

Get to a safe place

SEEK MEDICAL CARE
to assess immediate health needs

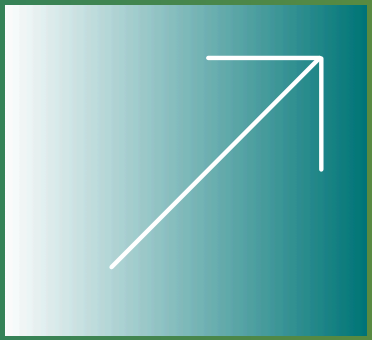
IN AN EMERGENCY

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 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
Will Rothermel
Deputy Director of Athletics
wrothermel@bates.edu
(207) 786-6364
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
Assistant Dean of Community Standards
abucciar@bates.edu
(207) 755-5947
Chase Hall, Room 001A

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

Jess Fournier
Employee Relations Manager
jfournier@bates.edu
(207) 786-8270
220 College Street

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

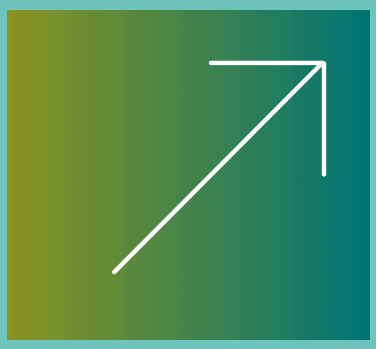
FACILITATION OF voluntary leave of absence

FINANCIAL AID, visa, and/or immigration counseling

ARRANGING FOR a No Contact Order

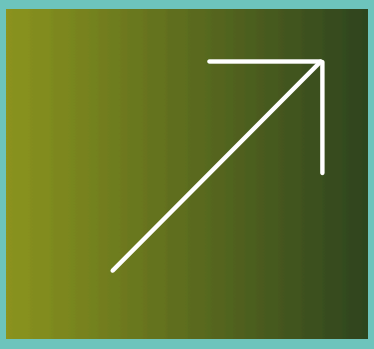
SEEKING MEDICAL CARE...

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.

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, 56 Campus Ave
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 (CAPS)
(207) 786-6200 | caps@bates.edu
31 Campus Avenue
Counselors provide comprehensive mental health care, including both crisis and therapeutic counseling for students.

MULTIFAITH CHAPLAIN
Rob Benson | rbenson@bates.edu
(207) 786-6215 | 163 Wood Street
Provides emotional and spiritual support through pastoral care and conversation.

BATES HEALTH SERVICES
(207) 786-6199 | healthservices@bates.edu
31 Campus Avenue
Clinical staff provide comprehensive medical care. Support staff provide case management and medical system navigation support for students.

Off Campus

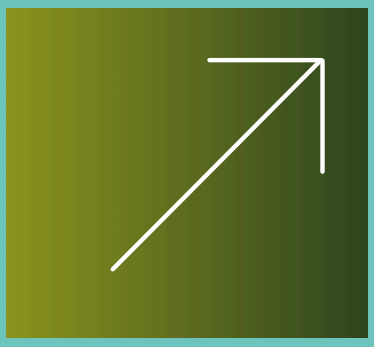
SEXUAL ASSAULT PREVENTION AND RESPONSE SERVICES (SAPARS)
24-HOUR HELPLINE
(800) 871-7741 | sapars.org
Provides information, advocacy, and support for anyone affected by sexual violence or trafficking. Can assist with navigating local medical and legal systems.

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 SERICES
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**

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
- RETALIATION
- DISCRIMINATION
- DISCRIMINATORY HARASSMENT

- UNAUTHORIZED DISCLOSURE
- FAILURE TO COMPLY
- INDECENT EXPOSURE

For definitions of prohibited conduct, see: **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**.

ANONYMOUSLY
Online from:
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.** 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
2. File a complaint
3. Investigation Phase: interviews with parties and witnesses; draft report created & shared
4. 10-day comment period
5. Report finalized & shared with parties and Decision-Maker
6. Hearing Phase: examination of evidence, questions for parties & witnesses; determination made
7. Notice of outcome shared and sanctions delivered, if appropriate
8. Both parties have a right to appeal after determination

INFORMAL / ALTERNATIVE RESOLUTION PROCESS

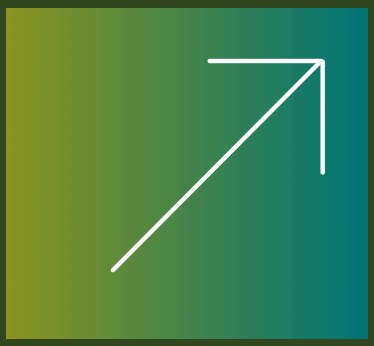
INFORMAL RESOLUTION is strictly voluntary, and parties may elect to withdraw or return to **FORMAL RESOLUTION** at any time if desired.

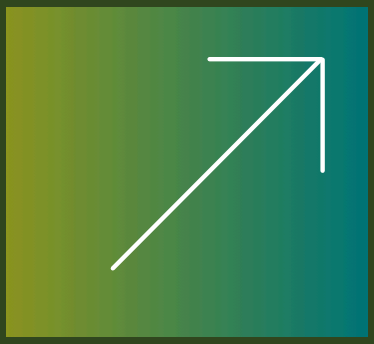
1. **Contact the Title IX Team to schedule a meeting**
2. **Request to pursue Informal Resolution**
3. **Assessment and approval by Title IX Team**
4. **Both parties agree to participate in Informal Resolution**
5. **Agreement reached**
6. **Resolution measures finalized and signed by both parties; complaint is considered resolved**

If an agreement is 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
Joel Copperthite
accessibility@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.

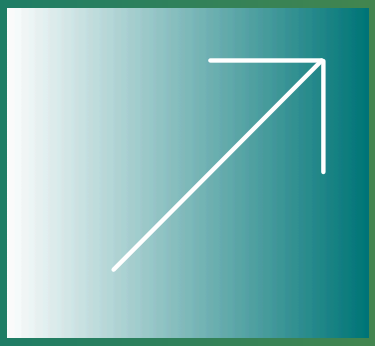
THE TREVOR PROJECT
thetrevorproject.org
Provides information and support to LGBTQ+ young people ages 13-24. Services include hotline and crisis support, as well as resources and information on topics including gender identity, sexual orientation, mental health, and suicide prevention.

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
(207) 786-6445
Lane Hall 202A



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