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TITLE IX STATEMENT

“No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX).

FSU does not discriminate on the basis of sex/gender in education programs and activities, and, as a recipient of Federal financial assistance for education activities, is required by Title IX to ensure that all of its education programs and activities do not discriminate in such a manner. Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. Additionally, the Florida Educational Equity Act prohibits discrimination in schools based on race, ethnicity, national origin, gender, disability, or marital status. FLA. STAT. § 1000.05 (2012). Furthermore, this commitment is reaffirmed in FSU’s Sex Discrimination and Sexual Misconduct Policy, which is applicable to all faculty, staff, students, visitors, applicants, and contractors.

The University’s Title IX Director is responsible for overseeing the development of sexual misconduct policies, ensuring compliance with Title IX and relevant federal and state regulations, and investigating Title IX complaints alleging student sexual misconduct. The Human Resources Deputy Coordinator will oversee investigations of sexual misconduct by employees and third parties. The Athletics Deputy Coordinator will accept Title IX incident reports to forward to the Title IX Director, and will ensure athletics equity compliance. The FSUS Deputy Coordinator will oversee investigations of sexual misconduct by K-12 students. Questions regarding Title IX, as well as concerns about and complaints of non-compliance (including complaints of sexual harassment, sexual assault, sexual violence, or other sexual misconduct), should be directed to the Title IX Director or a Title IX Deputy Coordinator.

Title IX Director:
Jennifer Broomfield, LISW, JD
Title IX Director
408-H Westcott Building
Tallahassee, FL 32306-1310
jbroomfield@fsu.edu
(850) 644-6271

Title IX Deputy Coordinators:

Employees & 3rd Parties:
Amber Wagner,
Deputy Coordinator
HR Administrator
Office of Equal Opportunity & Compliance
A6200 University Center,
Tallahassee, FL 32306-2410
amwagner@fsu.edu
(850) 645-1458

Athletics:
Vanessa Fuchs,
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Megan Brink
Deputy Coordinator
3000 School House Road
Tallahassee, FL 32311
mbrink@fsu.edu
(850) 245-3894
Complaints will be addressed following the University’s discrimination complaint procedures, Equal Opportunity, Non-Discrimination, and Non-Retaliation Policy and Procedures and the Student Conduct Code. Some acts of sexual misconduct may also constitute violations of criminal law and require mandatory reporting to the FSU Police Department, e.g., sexual battery, indecent exposure, sexual abuse, etc. In such instances, refer to the University’s Sex Discrimination and Sexual Misconduct Policy and contact the FSU Police Department at (850) 644-1234. Questions about the application of Title IX may also be directed to the Office for Civil Rights, US Department of Education.

**Title IX Frequently Asked Questions**
For an expanded explanation of each answer, please follow the link.

**What is Sexual Misconduct?**
An umbrella term used to refer to a broad range of sexually inappropriate behaviors prohibited by Florida State University Policy. Sexual Misconduct includes all forms of non-consensual sexual activity and unwelcome sexual conduct including: sexual violence (rape/sexual battery/sexual assault); relationship violence (domestic violence and dating violence); stalking; sex- and gender-based discrimination (including gender identity, gender expression, and sexual orientation); sexual harassment; and other forms of sexually exploitative behavior. For definitions of sexual misconduct, please see Policy.

Is discrimination based on pregnancy or parental status a type of sex discrimination? Yes. Additionally, reasonable pregnancy and parental accommodations may be available, upon request. For information contact the Office of Equal Opportunity and Compliance.

Who is protected from sexual misconduct under Title IX?
All University students, employees, and visitors are protected. This protection is regardless of gender, sexual orientation, sexual identity, race, religion, national origin, and any other protected group status. Students from elementary to graduate school are protected, regardless of full- or part-time or online status.

**What is Consent?**
Consent is active and ongoing, it is not passive or static! (Full definition) Consent includes:

- asking the question
- of a capable person
  **NOTE**: A capable person is someone who is not incapacitated. An individual can be incapacitated by drugs, alcohol, illness, or mental impairment/disability. People who are asleep or unconscious are always incapacitated.
- with adequate disclosure and
- without coercion.
- **Consent can be withdrawn at any time.**
- Prior consent does not mean future consent.

**How do I get confidential support?**
You can seek confidential support from the University’s Victim Advocate Program, University Counseling Center, Employee Assistance Program, University Health Center, or University affiliated pastoral counselors.

Confidential disclosure does not generate a Title IX report or criminal report, unless the disclosing party specifically requests that a report be filed. Confidential assistance is available.
any time regardless of when the incident occurred. Additional resources can be found within the full Policy.

**How do I file a report?**
Individuals may report information on their own behalf or on behalf of another. A report may be made, verbally or in writing (including the online by bringing the matter to the attention of: Title IX Director; Deputy Title IX Coordinators; FSUPD; or any additional Responsible Employees. There is no time limit for an Affected Party to make a Title IX report, but it may be more difficult to conduct a thorough investigation after an extended period of time.

**Can I file a report online?**
Yes, on the University’s Title IX Website or via EthicsPoint.

**Who MUST report sexual misconduct?**
All Responsible Employees, including but not limited to faculty, adjuncts, graduate assistants, staff, and students employees. You must report any student or subordinate disclosure within two business days. You are encouraged to report peer to peer (student to student or colleague to colleague) disclosure, but are not required to do so. When in doubt report to the Title IX Director, privacy will be maintained within the scope of the law.

**What do I do if a student discloses to me?**
If you are a Responsible Employee, you must report to the Title IX Director, Deputy Title IX Coordinators, or Title IX Investigators. If not a Responsible Employee, you should encourage the student to seek support services.

**What if the student who discloses is a minor (or was a minor when the abuse occurred)?**
In addition to reporting to the Title IX Director or designee, any incidents of abuse of a minor must also be reported to the Florida Department of Children and Families (DCF) by every individual who is made aware of the abuse. Under Florida’s Protection of Vulnerable Persons Act, all Florida residents must personally report any type of child abuse. For more information, please see Protection of Vulnerable Persons Act Tips.

**What is the difference between a criminal and FSU/FSUS process?**
Individuals have the right to pursue both the criminal and internal University process. They can be pursued independently or simultaneously. We encourage individuals to pursue both. The criminal process is conducted by local law enforcement and the state prosecutor’s office. The criminal process can result in incarceration and the evidentiary standard is beyond a reasonable doubt. The internal University investigation is overseen by the University Title IX Director. If appropriate, the University will implement interim measures and University sanctioning; the evidentiary standard is preponderance of the evidence.

**What happens after a report is made to the Title IX Office?**
The University will take appropriate measures to investigate, eliminate the inappropriate conduct, address its effects, and prevent reoccurrence. Whenever possible the Reporting Party’s request to the Title IX Director for confidentiality will be maintained. The request for confidentiality must be made to the Title IX Director or designee. Additional information about what happens after disclosure can be found within the full Policy.
What are the rights of the Reporting Parties and Responding Parties?
The rights of both parties during the investigation and adjudication process include a fair, impartial and prompt investigation and resolution of the allegations. For more information see Reporting Party's / Responding Party's Rights.

What is retaliation?
Retaliation is any creation of a hostile environment or adverse action threatened or taken against an individual because they:

- make a Report pursuant to this Policy;
- assist another person in making a Report;
- participate in the investigation of such a Report;
- or in good faith and in a reasonable manner opposes conduct that they believe constitutes a violation of this Policy.

For examples of retaliation, please see www.titleix.fsu.edu.

What do I do if I think someone is retaliating against me?
Report the retaliation immediately to the Title IX Director, a Deputy Title IX Coordinator, a Title IX Investigator and/or the FSUPD.

What could happen if I or someone I know retaliates?
You, or they, could face a charge of retaliation in addition to any charges of sexual misconduct.

What is complicity?
Complicity is any action or behavior done with the intent of aiding, facilitating, promoting or encouraging the commission of an act of Sex Discrimination or Sexual Misconduct. For examples of complicity, please see www.titleix.fsu.edu.

Where can I get more information?
- Policy & Appendices
- Rights and Resources
- kNOw More Campaign
- FSU's Title IX Website
- Office of Equal Opportunity & Compliance
- FSU Police Department
- Victim Advocate Program
- University Counseling Center
- University Health Services

It is my expectation that all members of our community are provided equitable opportunities to succeed and enrich the strength, skill, and character of the University. It is also expected that all members of our community will help create a work and educational environment that promotes fairness, respect, and trust, free from discrimination, harassment, or retaliation. Behavior that may be considered offensive, demeaning, or degrading to persons or groups will not be tolerated.

[Signature]
President John Thrasher
Consent to Sexual Activity:
Consent to sexual activity must be: knowing, intelligent, unambiguous, and voluntary. Consent is active, not passive. This means there must be clear and willing participation, through words or actions, for each sexual act. Submission to sexual activity that is the result of force, coercion, or threats is not valid consent.

- Consent to one type of sexual activity does not imply consent to other types of sexual contact. There must be consent at every stage of the sexual encounter.
- Past consent to sexual activity does not imply consent to future sexual activity.
- Consent can be withdrawn at any time, including in the middle of a sexual encounter, if the withdrawal of consent is clearly indicated by words or actions.

Individuals who are incapacitated by voluntary or involuntary alcohol or drug use (legal, illegal, or prescription); asleep; unconscious; mentally impaired by disease or illness; or under 18 years old cannot give consent to sex (no matter what they say or do). If there is any question regarding whether a person may be incapacitated, do not engage in any type of sexual activity with that person.

Dating Violence:
Violence between an individual who is or recently has been in a continuing and significant relationship of a romantic or sexual nature and the other party. It includes hurtful, repeated and intentional behavior that one person uses to maintain power and control over another in an intimate relationship. The behavior can manifest as abuse that is verbal, emotional, psychological, physical, or sexual. Behaviors may include, but are not limited to: threats, name-calling, put-downs, isolation, withholding of money, physical harm, and sexual assault.

Domestic Violence:
Assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another. It includes hurtful, repeated and intentional behavior that one person uses to maintain power and control over another in an intimate relationship. The behavior can manifest as abuse that is verbal, emotional, psychological, physical, or sexual. Behaviors may include, but are not limited to: threats, name-calling, put-downs, isolation, withholding of money, physical harm, and sexual assault.

Family/household members are spouses, former spouses, people related by blood or marriage, people who are presently residing together in the same home as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

Rape, Sexual Assault, and Sexual Battery:
Defined under Florida law as the nonconsensual oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or the anal or vaginal penetration of another by any other object. (FL Stat §794.011(1)(h))

Sexual Harassment:
Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature when:

- Submission to such conduct is made an explicit or implicit term or condition of employment, academic status, receipt of University services, or participation in University programs; or
- Submission to or rejection of such conduct is used as the basis for an academic or employment decision; or
- The conduct is sufficiently severe, frequent, or wide-spread that, both subjectively (to the person affected) and objectively (to a reasonable person), it: (i) creates an intimidating, hostile, or offensive work environment; or (ii) denies, interferes with, or limits a student’s ability to participate in or benefit from educational opportunities, university programs, or activities.
Sexual harassment may be found in a single severe incident, as well as a pattern of behavior. Examples of behavior that could be sexually harassing include, but are not limited to:

- **Verbal Conduct:** sexual teasing, sexual jokes, sexual innuendoes, sexual remarks about a person’s body or sexual attractiveness, unwelcome demands for sexual favors, continuing unwelcome sexual advances or flirting, and sexual whistling (cat-calling).

- **Non-Verbal Conduct:** staring at someone’s sexual body parts (breasts, buttocks, groin), sexual gestures, and inappropriate display of sexual graffiti, posters, pictures, cartoons, drawings, emails, texts, body parts, or objects.

- **Physical Conduct:** unwelcome sexual touching of another’s body, such as kissing, pinching, groping, fondling, or blocking normal movement.

**Sexual Misconduct:**
An umbrella term used to refer to a broad range of sexually inappropriate behaviors prohibited by Florida State University Policy. Sexual Misconduct includes all forms of non-consensual sexual activity and unwelcome sexual conduct including: sex discrimination; sexual violence (rape/sexual battery/sexual assault); sexual harassment; relationship violence (domestic violence and dating violence); stalking; and other forms of sexually exploitative behavior.

**Stalking:**
Stalking involves an intentional course of conduct repeated over a period of time. Under Florida law, stalking is willfully, maliciously, and repeatedly following, harassing, or cyberstalking another person. Cyberstalking means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose. Stalking can involve:

- Following a person
- Appearing at a person’s home, class, or work
- Frequently calling, texting, emailing, or electronically chatting
- Leaving written messages or objects
- Vandalizing a person’s property.

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**What to Do If You Experience Sexual Violence**

**Remember . . .**

- Being violated is not your fault. It is the fault of the person who committed sexual violence.
- Rape/sexual assault is a very traumatic crime with many short- and long-term adverse emotional and physical effects.
- Take care of yourself. Seek medical care and counseling. You deserve understanding and support.
- Victim Advocates at FSU are ready to assist you.

**Call 911:**
If you are injured or in immediate danger, call 911. You will automatically be routed to the proper law enforcement agency. Stay on the phone with the dispatcher as long as you are needed.
Get to a Safe Place:

Try to stay calm and alert. Consider calling a trusted friend, family member, or FSU Victim Advocate for support. This is not the time to be alone.

Contact an FSU Victim Advocate:

Call (850) 644-7161, (850) 644-2277, or (850) 645-0086. After hours, call FSU police dispatch at (850) 644-1234 and ask to speak to the Victim Advocate on call. A Victim Advocate can talk to you about options, provide support, and help you make an informed decision about what to do next.

Get Medical Attention:

As soon as possible, visit an emergency room for a rape evidence examination to preserve evidence. Even if you have no visible injuries and do not want to report the crime to anyone, you may be at risk of acquiring a sexually transmitted disease (STD). Go within 72 hours, if possible (within 24 hours is best).

A Victim Advocate can accompany you to the hospital for support and to explain the process. Going to the hospital does not commit you to making a police report. The FSU Health and Wellness Center is not an “evidence collection” site, so if you want to file charges or remain anonymous, but still have evidence collected, arrangements will be made for you to go to Tallahassee Memorial Hospital, which is designated as the “evidence collection site” for sexual assaults that occur in the Tallahassee area.

Preserving physical evidence may be crucial to prosecuting or obtaining an order of protection (restraining order) against your attacker. If you are concerned about STDs, ask the nurse about antibiotics given at the time of the exam. If you are concerned about pregnancy, ask the nurse about emergency contraception (emergency contraception must be given within a few days to be effective).

Even if you decide not to have a rape evidence examination, the FSU Health and Wellness Center, Women’s Clinic, can assist you with STD or pregnancy prevention. Contact them at (850) 644-6230 to make an appointment, or contact a Victim Advocate for assistance.

Until you decide whether or not to have evidence collected:

• **DO NOT** shower or brush your teeth.
• **DO NOT** use the restroom, if at all possible.
• **DO NOT** eat, drink, or smoke.
• **DO NOT** alter or disturb (clean up) the crime scene.
• **DO NOT** change your clothes, or underwear. If you have removed this clothing, bring it with you to the hospital in a paper bag.

These steps will help preserve evidence.

Consider Reporting:

Deciding whether or not to report the crime to the police and/or to FSU officials may be a difficult decision. Taking steps to seek justice can be empowering, but very emotional as well. Each person must decide whether it makes sense to report based on their own circumstances. Victim Advocates are available to help you consider the pros and cons of reporting. The Affected Party has the right to:

• Notify the police of the crime.
• Get assistance from an FSU Victim Advocate in reporting the crime to the police.
• Decline to notify the police.
• Notify University officials of the crime, whether or not you choose to notify the police.

If you do decide to report the crime to the police, the sooner you report the better. Also, FSU strongly encourages the Affected Party to report the crime to University authorities so that FSU can take internal action. If the Responding Party is a student, you should contact the Title IX Director, Jennifer Broomfield at (850) 644-6271 to report the incident. If the Responding Party is anyone else (staff, faculty, a visitor, a contractor, or a stranger) you should report the incident to the Human Resources’ Office of Equal Opportunity and Compliance at (850) 645-6419.

• You may wish to seek an order of protection, no contact order, restraining order, or other similar court order. A Victim Advocate can assist you with this process. The University will assist in enforcing the obligations within any such order.

• If you wish to alter academic, campus housing, transportation, or work arrangements, a Victim Advocate can also assist you with this process (whether or not you decide to report the crime).

Give Yourself Space to Heal:

Sexual violence impacts emotional, physical, and psychological well-being. Recognize that healing takes time and seek out support. Consider joining a support group at the University Counseling Center.

What to Do If Someone Tells You They Have Been Raped

• Make sure the Affected Party is in a safe place and medically stable.

• Encourage them to call (or allow you to call) the police.

• Encourage them to call (or allow you to call) the FSU Victim Advocate Program to discuss options.

• If the Affected Party does not want anyone contacted, continue to offer non-judgmental support.

• Give the Affected Party the following numbers:
  o Victim Advocate Program: (850) 644-7161, (850) 644-2277, and (850) 645-0086 (after hours, call FSU police dispatch at (850) 644-1234 and ask to speak with an advocate)
  o FSU Police Department: (850) 644-1234
  o University Health Services: (850) 644-5255
  o University Counseling Center: (850) 644-2003

• If you are Campus Security Authority (CSA), call the FSU Police Department within 24 hours to report the statistic (do not identify the Affected Party unless he or she gives you permission to reveal their identity).

• Make your Title IX report to the Title IX Director or the Office of Equal Opportunity and Compliance.

Bystander Intervention

Most people want to do something when they see the potential for sexual violence or victimization but don’t because of embarrassment (not wanting to make a scene), fear of retaliation, self-doubt, or because they assume someone else will do it for them. Don’t let these fears prevent you from acting as a responsible member of your campus community!

You don’t have to put yourself in danger or be a hero to help. Most situations leading to sexual violence have bystanders—people who notice the situation occurring and could take action to prevent it beforehand. Here are some simple steps you can take to prevent sexual violence by intervening before it happens.

The Three D’s

Distract: If you are unable to acknowledge the situation directly, try to think of a distraction that will diffuse the situation or calm things down in the moment.

• Start a conversation with those involved that is unrelated

• Spill a drink or cause a disturbance that interrupts the behavior
Pretend like you need assistance from one of the individuals involved.

**Direct:** Do something that lets the people involved know that you see what is happening; this can be as simple as a check-in.
- Hey are you okay?
- Are you sure this is what you want to do?
- Are you feeling supported in your relationship?

**Delegate:** If you are unable to do something directly in the situation, think of ways that you can engage help from others.
- Ask a friend or friends of the individual involved to intervene
- Ask a bouncer/police officer/front desk staff person to intervene
- Tell someone anonymously that you think that a person needs help

You can make a difference in ending sexual violence! For more information, go to fsumeasureup.com.
(Taking from Green Dot by: Dr. Dorothy Edwards, University of Kentucky.)

### Warning Signs of an Abusive Relationship

Abuse can be verbal, emotional, physical, or sexual. It can occur in same-sex relationships, heterosexual relationships, marriages, and between people who are dating (even casually).

#### Has Your Partner Ever . . .

<table>
<thead>
<tr>
<th>Ignored your feelings?</th>
<th>Insulted your gender as a group?</th>
<th>Refused to work or share money?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abused, tortured, or killed pets to hurt you?</td>
<td>Witheld approval or affection as a punishment?</td>
<td>Threatened to hurt him/herself if you didn’t do something?</td>
</tr>
<tr>
<td>Threatened to kidnap the children if you left?</td>
<td>Taken car keys or money away from you?</td>
<td>Ridiculed your religion, race, or valued beliefs?</td>
</tr>
<tr>
<td>Humiliated you in public or private?</td>
<td>Threatened to hurt you or your family?</td>
<td>Harassed you about imaginary affairs?</td>
</tr>
<tr>
<td>Punished/deprived the children when angry at you?</td>
<td>Kept you from working, or controlled your money and decisions?</td>
<td>Continually criticized you, shouted at you, or called you names?</td>
</tr>
<tr>
<td>Regularly threatened to leave you or told you to leave?</td>
<td>Refused to socialize with you or let you socialize with others?</td>
<td>Destroyed furniture, punched holes in walls, or broken objects in anger?</td>
</tr>
<tr>
<td>Wielded a weapon in a threatening way</td>
<td>Manipulated you with lies?</td>
<td>Physically injured you?</td>
</tr>
</tbody>
</table>

If you answered yes to any of the questions above, you may be in an abusive relationship. If you have any questions or would like more information, contact FSU’s Victim Advocate Program.

### Tips to Prevent Sexual Violence

To eliminate sexual violence in our community, we need to change our attitudes about these crimes and uphold our own responsibility to engage only in consensual sexual activity with our partners. The tips below apply to everyone at FSU:

**Step up!**
- Don’t blame the Affected Party of sexual violence. It is never the Affected Party’s fault that another person decided to commit a crime.
- Don’t try to get someone drunk or high enough to agree to have sex with you. If your partner’s judgment is
significantly impaired by drug or alcohol use, their consent to sex is not valid (no matter what they say). On the flip side, do not accept drinks or drugs from people you don’t know.

**Talk about it!**
- Don’t make any assumptions about sex. Define your limits and make your intentions known to your sexual partners.
- You don’t have a “right” to sexual activity with anyone. If you are interested in proceeding sexually, seek permission and **do not proceed** without an explicit “yes” from your partner.
- Respect boundaries set by your sexual partners. Consent to one type of sexual activity does not imply consent to any other types of sexual activity.
- Remember that past sexual activity with someone does not automatically give you permission for future sexual interactions with that person.
- Consent to sex can be withdrawn at any time, including in the middle of a sexual encounter. Good communication is key!

**Pay attention!**
- If your partner becomes verbally or physically unresponsive, “frozen,” passes-out, or falls asleep during sex, **STOP** sexual activity immediately. You need conscious and willing consent to sex to proceed.
- Take care of yourself. Do not depend on others to look out for you, but do look out for your friends.
- Be aware that excessive alcohol consumption is often associated with sexual violence. Remember that alcohol and drug use are **not** a green light for sex and never excuse engaging in non-consensual sex with another person.
- Be aware of your surroundings and trust your instincts about dangerous situations. Avoid being alone or isolated with someone you don’t trust.
- Leave with trusted friends. On the other hand, know that the fact that someone agrees to “go to your place” is **not** the same thing as consenting to any type of sexual activity with you.

**Speak up!**
- You have an obligation to your fellow Seminoles to intervene if you see a situation that you feel may lead to sexual victimization. Don’t let anyone “get away” with sexual assault.
- If someone is being sexually aggressive, possessive, or threatening, get help. Alert your friends, the authorities of the establishment, or the police (call 911).
- Most rapes are acquaintance rapes (aka “date rapes”). Acquaintance rapes frequently involve men and women who conform to traditional, rigid gender roles. As a result, it is important to re-examine sexism in order to prevent rape. Don’t let a gender role prevent you from speaking up.
- Boycott media and challenge assumptions that promote sexual violence.

### Employee Reporting Obligations

As an employee, you may be the first point of contact for an individual who has experienced sexual misconduct. You may also learn of possible sexual misconduct from a source other than the Affected Party. FSU is subject to several reporting laws in this area.

**When to Report**
The following outlines when an employee would be designated as a Responsible Employee:

- **When the incident affects students:**
  - All University/FSUS employees.
- **When incidents affects employees or third parties:**
  - University Administrators;
  - Deans, Directors, and Department Heads;
  - Supervisors* (see definition below);
  - Deputy Title IX Coordinators and Title IX Investigators; and
When the incident involves suspected child abuse:
  - All Florida residents.

This includes incidents that you learn of firsthand (from the Affected Party or Responding Party), secondhand (from anyone else), by witnessing the event, and through other means (media coverage, social networking, or anonymous reports).

Where to Report

- The University Title IX Director, Jennifer Broomfield, (850) 644-6271 or jbroomfield@fsu.edu if the Responding Party is a student.
- The Office of Equal Opportunity and Compliance (EOC), Amber Wagner, HR Administrator (850) 645-1458 or amwagner@fsu.edu, if the Responding Party is faculty, staff, a visitor, or a contractor; or
- The FSU Police Department, (850) 644-1234 or 911 on campus, if the incident involves sexual violence.*

Failure of a Responsible Employee to report an incident of sexual misconduct or to enact an interim corrective action shall be a violation of the Sex Discrimination and Sexual Misconduct policy and is subject to disciplinary action. When in doubt, err on the side of reporting any incident of sexually inappropriate conduct.

*Who is a “Supervisor?”

The term supervisor is construed broadly. This includes typical supervisor/subordinate relationships and atypical relationships, but is not limited to: residence hall coordinators, graduate research assistants, teaching assistants, lab technicians, principal investigators, athletic coaches, academic advisors, faculty when interacting in a faculty-student interaction, and others who provide daily operational oversight (including facilitating camps and other programmatic or visitor activities). When in doubt—report.

Confidentiality

Often the Affected Party will ask you not to tell anyone about the sexual misconduct they disclose to you. Unless you are a “Confidential Source,” the Affected Party’s request for confidentiality does not absolve you of your reporting duties to the University offices listed above. If possible, however, inform the Affected Party that you have a reporting obligation before they reveal their concern to you and let them know where they can discuss the situation with complete confidentiality.

If they reveal sexual misconduct to you before you can counsel them about confidentiality, let them know that you have an obligation to report the incident to University administrators, but that the University handles complaints sensitively and discreetly. Information is kept on a “need to know” basis. They can request to proceed confidentially and the University will carefully consider the Affected Party’s request. Also let them know that they are protected from any form of retaliation for reporting sexual misconduct.

Confidential Sources

At FSU, confidential sources include: Victim Advocates, mental health counselors (such as University Counseling Center and Employee Assistance Program staff members), medical staff at University Health Services, and pastoral counselors. These employees are not subject to the sexual misconduct reporting obligations described above.

Questions about Reporting? Call the Office of Equal Opportunity and Compliance at (850) 645-6519.

*Incidents of sexual violence involving students or individuals under your supervision must also be reported to the Office of Equal Opportunity and Compliance/Title IX Office. When reporting to the FSU Police Department, however, do not reveal the identity of the Affected Party if they ask you not to.

Sexual Misconduct Resources

Pertinent University Policies

- **Title IX Statement**: outlines FSU’s Title IX obligations and identifies FSU’s Title IX Coordinator.
• **Non-Discrimination Policy**: prohibits sex discrimination (adverse treatment or the creation of a hostile environment based on a person’s sex). Sexual misconduct, sexual harassment, and sexual violence are all prohibited forms of sex discrimination.

• **Sex Discrimination and Sexual Misconduct Policy**: provides detailed guidance about the University’s prohibition against sex discrimination and sexual misconduct, which includes sexual violence, dating/domestic violence, and stalking as prohibited conduct.

Making the decision to report Sex Discrimination or Sexual Misconduct can be difficult. The FSU Victim Advocate Program can provide assistance. A Victim Advocate can explain options, provide crisis counseling, and help individuals make an informed decision about how to proceed. All Victim Advocate Program services are free, confidential, and a police or administrative report does not have to be filed to receive support.

Affected/Reporting Parties of Sexual Violence (Rape/ Sexual Assault/ Sexual Battery), Domestic Violence, Dating Violence, or Stalking also have the right to pursue criminal charges against the Responding Party. Affected/Reporting Parties have the right to:

- Report the crime to the police;
- Get help from the FSU Victim Advocate Program in reporting the crime to the police or the University;
- Decline to notify the University or the Police of the crime; or
- Notify the University officials of the crime, whether or not they choose to go to the police.

If an individual wishes to pursue criminal sanctions, they should contact the FSU Police Department as soon as possible. Incidents occurring off campus will be reported to the Law Enforcement Agency with jurisdiction (e.g., Tallahassee Police Department, Leon County Sheriff Office, or other local/international law enforcement agencies).

Affected/Reporting Parties of Sexual Violence are encouraged to seek medical attention and an evidence collection exam at Tallahassee Memorial Hospital emergency room (or nearest SANE (Sexual Assault Nurse Examiner) medical facility) within five days of the Sexual Violence. Because physical evidence is extremely important in the prosecution of Sexual Violence, it is strongly recommended that Affected/Reporting Parties do not eat, drink, use the restroom, change their clothing, or clean their body prior to evidence collection. However, the Affected/Reporting Party can still choose to have an exam if these activities have occurred. Affected/Reporting Parties can seek an evidence collection exam anonymously and do not have to report having one to law enforcement or University administration; this practice may differ in other states or countries.

The medical exam and any associated medical treatment at Tallahassee Memorial Hospital (TMH) are free. FSU’s Victim Advocates are available 24/7 to accompany Affected/Reporting Parties to the hospital or to provide other support services. For information on medical services at non-Tallahassee locations, please contact RAINN at 1-800-656-4673 or www.rainn.org.

**Confidential University Representatives**

Provide assistance and resources, without any obligation to report allegations of Sex Discrimination and Sexual Misconduct to the Title IX Director or designee. Confidential University Representatives are:

<table>
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<tr>
<th>FSU Victim Advocate Program</th>
<th>850-644-7161, 850-644-2277, or 850-645-0086. Nights/weekends: 850-644-1234, ask for advocate on call</th>
<th>victimadvocate.fsu.edu</th>
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<tbody>
<tr>
<td>FSU Counseling Center</td>
<td>850-644-TALK (8255)</td>
<td>counseling.fsu.edu</td>
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</table>
Confidential, free, mental-health counseling, referrals, and other support services for employees.

University Health Services 850-644-4567 healthcenter.fsu.edu
Healthcare services for students (including free STI testing and emergency contraception through the Women’s Clinic).

Confidential Community Resources

Refuge House 850-681-2111 refugehouse.com
Confidential, 24-hour hotline, information and referral, crisis intervention, advocacy and accompaniment: medical and legal, support groups, medical referrals and follow-up, shelter, and emergency financial assistance. Assistance in filing for protective injunctions (restraining order) through the Refuge House office at the Leon County Courthouse.

211 Big Bend 211 211bigbend.net
Confidential, 24-hour crisis helpline and referral services for the Tallahassee community.

Reporting a Report of Sex Discrimination, Sexual Misconduct, Retaliation, or Complicity
The University encourages individuals to report Sex Discrimination, Sexual Misconduct, or Retaliation promptly to the University and to law enforcement authorities, where appropriate. Individuals may report information regarding Sex Discrimination, Sexual Misconduct, and Retaliation on their own behalf (i.e., as Reporting Parties) or on behalf of the Affected/Reporting Party (i.e., as third-party reporters). A report of Sex Discrimination, Sexual Misconduct, or Retaliation may be made by bringing the matter to the attention of any of the following, verbally or in writing:

FSU Police Department 850-644-1234 police.fsu.edu
Emergency response, crime reporting (including sexual violence), and investigation of crimes occurring on campus. The University encourages Affected/Reporting Parties to simultaneously pursue both a criminal investigation with the police and a University Title IX sexual misconduct Report investigation.

Title IX Director - Jennifer Broomfield 850-644-6271
Title IX Deputy Coordinators:
Amber Wagner 850-645-1458
Vanessa Fuchs 850-644-4933
Megan Brink 850-245-3894
hr.fsu.edu/PDF/Forms/TitleIXStatement.pdf
Oversight of University Title IX compliance (including sex discrimination and sexual misconduct, Report supervision) and information about University policies and Report procedures.

Dean of Students Department 850-644-2428 deanofstudents.fsu.edu
Responsible for resolution of sex discrimination, sexual misconduct, and retaliation Reports against students (including sexual violence and sexual harassment Reports).

Equal Opportunity & Compliance 850-645-6519 compliance.hr.fsu.edu
Responsible for resolution/investigation of sex discrimination, sexual misconduct, and retaliation Reports against faculty, staff, visitors, contractors, and any other non-students (including sexual violence and sexual harassment Reports).

FSU Ethics Point Hotline 855-231-7511 fsu.ethicspoint.com
Anonymous discrimination, sexual misconduct (including sexual harassment & sexual violence), and retaliation reporting hotline.

Additional On and Off Campus Resources

FSUS School Counselors 850-245-3700 fsus.fsu.edu
Dedicated counseling resources for FSUS students.

Tallahassee Police Department 850-891-4200 or 911 talgov.com/tpd/tpdhome.aspx
Law enforcement authority for reporting and investigating crimes occurring off campus (in the city of Tallahassee).
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<tr>
<th><strong>Leon County Sheriff’s Office</strong></th>
<th>850-922-3300 or 911</th>
<th><a href="http://leoncountyso.com">leoncountyso.com</a></th>
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<tr>
<td>Law enforcement authority for reporting and investigating crimes occurring off campus (in Leon County).</td>
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<tr>
<td><strong>Tallahassee Memorial Hospital</strong></td>
<td>850-431-0911</td>
<td><a href="http://tmh.org">tmh.org</a></td>
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<tr>
<td>Emergency room services and SANE sexual assault exams for evidence collection (“rape kit”).</td>
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<tr>
<td><strong>Tallahassee Police Department Victim Advocacy</strong></td>
<td>850-891-4432, 850-891-4246, 850-891-4265, or 850-891-4742</td>
<td><a href="http://talgov.com/tpd/tpd-victim.aspx">talgov.com/tpd/tpd-victim.aspx</a></td>
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<tr>
<td>24-hour victim advocate services including: on scene assistance (crime scene, hospital etc.) crisis counseling, support during the legal process, and emergency legal assistance (obtaining protective injunctions).</td>
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<tr>
<td><strong>Leon County Sheriff’s Office Victim Advocate</strong></td>
<td>850-922-3300</td>
<td><a href="http://leoncountyso.com/divisions/criminal-investigations/victim-advocate">leoncountyso.com/divisions/criminal-investigations/victim-advocate</a></td>
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<td>24-hour victim advocate services including: on scene assistance (crime scene, hospital etc.) crisis counseling, support during the legal process, and emergency legal assistance (obtaining protective injunctions).</td>
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<tr>
<td><strong>Florida Bar Lawyer Referral Service</strong></td>
<td>800-342-8011</td>
<td><a href="http://floridabar.org">floridabar.org</a></td>
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<td>Referral service to find legal representation in Florida.</td>
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<td><strong>Lee’s Place</strong></td>
<td>850-841-7733</td>
<td><a href="http://https://leesplace.org/">https://leesplace.org/</a></td>
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<tr>
<td>Provides therapy to adults, children, and families, regardless of their financial circumstances (on a sliding fee scale), who are coping with loss, trauma, or life changing experiences, while offering specialized training and education to the community.</td>
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<tr>
<td><strong>Florida Council Against Sexual Violence</strong></td>
<td>1-888-956-7273</td>
<td><a href="http://fcasv.org">fcasv.org</a></td>
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<tr>
<td>State-wide information and resources for sexual violence.</td>
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<tr>
<td><strong>Florida Coalition Against Domestic Violence</strong></td>
<td>1-800-500-1119 or TDD (800) 621-4202</td>
<td><a href="http://www.fcadv.org">www.fcadv.org</a></td>
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<td>State-wide information and resources for domestic and dating violence.</td>
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<td><strong>Legal Services of North Florida</strong></td>
<td>850-385-9007</td>
<td><a href="http://www.lsnf.org">www.lsnf.org</a></td>
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<td>Provides free legal representation in dating, domestic and sexual violence and stalking cases for qualified applicants in the Big Bend Area.</td>
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<td><strong>National Domestic Violence Hotline</strong></td>
<td>1-800-799-7233 or TTY 800-787-3224</td>
<td><a href="http://www.thehotline.org">www.thehotline.org</a></td>
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<tr>
<td>24/7 support, crisis intervention, and referral service for domestic violence.</td>
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<tr>
<td><strong>RAINN (Rape, Abuse, &amp; Incest National Network)</strong></td>
<td>1-800-656-4673</td>
<td><a href="http://rainn.org">rainn.org</a></td>
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<td>Rape recovery support services.</td>
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<td><strong>Center for Global Engagement</strong></td>
<td>850-644-1702</td>
<td><a href="http://cge.fsu.edu">cge.fsu.edu</a></td>
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<td>Immigration advising and support for international students.</td>
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<td><strong>Allies &amp; Safe Zones</strong></td>
<td>850-645-0908</td>
<td><a href="http://safezone.fsu.edu">safezone.fsu.edu</a></td>
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<tr>
<td>Support network and resources for lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, pansexual, and two-spirit identified (LGBTQ+) students and employees.</td>
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