



NORWICH
UNIVERSITY®

SUKUU NHYEHYẸẸ, ỌKWAN, NENNWUMA:
AKWANKYERE AHOROW MA ADESUAFOJ ẸFA NNA MU ỌBRASEẸ

SE WOAHU NNA MU ỌBRASEE BI DAA

1. Kọbaabi a ẹhọ yẹ dwoodwoo ntẹm ara sẹnea wutumi.
2. Sẹ woapira anaa sẹ wo gyedi sẹ woanya nna mu yaree anaa sẹ wo afa nyinsẹn a, kọ pẹ apuomuden mu ayarehwẹ.
3. Sẹ wo hia mmoa ntẹm para a, ẹne deẹ edidi so biara nni nkitaho:

Edin IX Nkitahodifoo, wọ (802) 485-2144, wọ daadaa nnonhwere mmre M-F.

Amansan Banbọ, wẹ (802) 485-2525, 24 hours/7 days a week.

Norwich University Apuomuden Adwumaes, wẹ (802) 485-2552, wọdaadaa nnonhwere mmre , M-F.*

Norwich Afutuo Asoue, at (802) 485-2134, wọ daadaa nnonhwere mmre, M-F.*

Norwich Afutuo Wọ Kọl so, wẹ (802) 240-6439, anadwo mmre*

Norwich Som Adwumaes, at (802) 485-2128, wọ daadaa nnonhwere mmre, M-akyerẹ.*

Northfield Polisfọ, frẹ 911 sẹ worehyia tebea bi a egye ntẹmpẹ anaase wofrẹ saa nneema a emfa wo ho no wọ (802) 485-9181, ẹda koro wọ/anaa nnafula nson wọ naawọtwi mu.

*yei ye ahintasem adee.

Hyeno nsow sẹ sukuu no mu adwumayefoo betumi ne adwumayefoo a wofiri baa dwumadibea ahodoos no adi nkitaho berea woto won adwumayebẹa ahoro mu anaa wonkọbo a ntẹm ara no.

4. Hwehwẹ ayarehwẹ mmoa. ẹhọ hia sẹyẹkora honam fam adanse a ẹkyerẹ sẹ yewo adanse a ẹkyerẹ sẹ yewo adanse no bi.

- tissue ne nsuo mu nneema nketenkete
- atirimuodensem ho adanse
- ntoma, towel, ntadee, etc.

Wubetumi apaw sẹ worenhohoro nneema, wubegware, na wode wo ho ahye nneema mu kosi sẹ wobeyẹ aduruyefo nhwehwemu awie. Esiane sẹadanse a ẹkyerẹ sẹ nna mu nsemmono betumi ase ẹntẹm nti, wubetumi apaw sẹ wobehwehwẹ ayaresa ho nsọhwe ntẹm ara. Ẹsẹ sẹ wode nnonhwere 120 di dwuma wie adanse, Nanso wobetumi agye nsuo, ti nhwi, ne DNA bere tenten bi akyi. sẹ woahohoro wo ho mpo a, adanse betumi adi wo ho adanse mpen pii.

5. Paw nea ẹsẹ sẹ woye. Nneema bi wọ họ a wubetumi ayẹ na ẹhye wo nkuran sẹ hwehwẹ nneema a wọakyerew wọ kratafa a edi họ no mu biara mu fa susuw nneema a wopẹ sẹ woye no ho:

- Monye hwee kọsi sẹ mobesiesie mo ho
- Yẹ tirimupo fa Norwich University hyehyeee;
- Na/anaa nsemmono nedienhyehyeee a ẹhọ nhia;
- na firi ase sẹ wọreko atia deẹ ọde ne ho ahye mu no.

Wubetumi adi nneema biara a wubetumi ayẹ ho dwuma akyi. sẹ wopẹ sẹ woye asem bi mu nhwehwemu na sukuupon no sii gyinae a, yesre wo, di nkitahofa Edin IX Nkitahodifoo so. Ẹsẹ sẹ won a wopẹ sẹ wodi nsem a esisi no ho dwuma bọne no ne won di nkitaho wọ sukuu ahobammọ anaa apolisifooa wọwọ mọtam họ baabi a wotow hye won so no di nkitaho. sukuu panin bi wọ họ a obetumi ne asuafo akoye amanneebo a ẹte saa sẹ wopẹ a. hwehwẹ nsem pii fi Edin IX Nkitahodifoo ne.

REPORTING OPTIONS

If/when you are ready to report an incident, you have two different sets of resources you can report to: confidential and non-confidential resources. To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as Norwich University's mandatory reporting requirements. (See Chart on page 12)

CONFIDENTIAL REPORTING RESOURCES:

If you wish for the details of an incident be kept confidential, you should speak with one of the confidential resources listed below. Their service is free of charge.

In addition to providing counseling and support, these resources can help you access supportive measures from Norwich University without needing to report – they do this by working as an intermediary between you and Norwich's Title IX Coordinator, sharing information only as necessary to implement supportive measures.

Norwich University Confidential Resources

- **Norwich University Counseling and Wellness Center**
To make an appointment call **(802) 485-2134** or drop in during regular hours from 8:30 a.m. to 4:30 p.m., Monday through Friday.
- **Emergency coverage:** (802) 793-3093
- **Norwich University Student Health Center:** (802) 485-2552 or nuinfirm@norwich.edu
- **University Chaplain Rev. William S. Wick:** (802) 485-2128 or wwick@norwich.edu

Local Community Confidential Resources

- **Mosaic**
24/7 Hotline: 802-479-5577
- **Circle (Intimate Partner Violence Support Service)**
24/7 Hotline: (877) 543-9498

NON-CONFIDENTIAL REPORTING RESOURCES:

If you would like a response from the University, you may report to a non-confidential resource. Norwich University encourages individuals to report incidents covered under this policy so that they can get the support they need, and so that the University can respond appropriately, while maintaining a safe and secure campus. Although strict confidentiality may not be guaranteed, in all cases the University will handle information in a sensitive manner and will endeavor to protect the privacy of individuals to the extent it can do so consistent with its obligations to respond to reports of sexual or gender based misconduct. All employees who are not designated above as confidential, are mandatory reporters for all the details for which they are aware about an incident. They share this information with the Title IX Coordinator.

For people that want to report an incident, they have the following options:

1. The Online Reporting Form – www.norwich.edu/title-ix
2. Directly to the Title IX Coordinator – Danielle Slauzis, (802) 485-2144 or dslauzis@norwich.edu
3. To any Norwich University employee who is not a confidential resource. All employees who are not designated above as confidential, are mandatory reporters for all the details for which they are aware about an incident. They share this information with the Title IX Coordinator.

4. To a LEAP Representative. LEAP Representatives are students who have been trained to take reports of sexual or gender-based misconduct. LEAP Representatives bring those reports to the Title IX Coordinator. Once an incident has been reported, the Title IX Coordinator will endeavor to respect the resolution desires of the person who is the alleged victim (called the complainant) to the extent possible.

REQUEST FOR CONFIDENTIALITY

You may request confidentiality and/or that the Title IX Coordinator provide you with support services and resources without initiating a formal resolution process. The coordinator will weigh requests for confidentiality against the University's need to maintain a safe and secure community. Generally, the University will be able to respect your wishes unless it believes there is a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person accused.

In cases where your request for confidentiality is granted, the institution will offer you available resources, supports, and remedies. You are not obligated to pursue a formal investigation to access the resources that are available. If Norwich decides that it is obligated to pursue a formal resolution based on the report you or someone else on your behalf has made, you are not obligated to participate in the resolution process. However, the ability of the institution to enforce its policies or provide some remedies may be limited as a result of your decision not to participate.

Incidents Involving Minors

Please be aware that institutional duties with respect to minors (those under the age of 16) may require reporting sexual misconduct incidents to the Department of Children and Families. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

SEXUAL ASSAULT NURSE EXAMINATION

After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. Sexual assault nurse examiners (SANE) are trained in the collecting of forensic evidence, and can check for injuries and exposure to sexually transmitted diseases.

A SANE exam will either be covered by your insurance, or by the state of Vermont if you do not have insurance.

If you are still wearing any clothes worn during the assault, wear them to the hospital or health center, but bring a change of clothes, as medical staff will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault in a clean paper (not plastic) bag or wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. Police will collect them. Typically, police will be called to the hospital or health center to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint. You can also have a confidential advocate from Mosaic there during the exam to support you.

It is important to note that SANE exams are not just for collecting evidence. They are available to anyone who has experienced a sexual assault, free of cost. With this exam comes medication to prevent against any STD or pregnancy, a physical examination, instructions for victim compensation, recommendations for a follow up, and safety planning. **If you decide to not report to police, you are still able to have the SANE exam.** If you choose to report after having the exam done, it is kept for 6 months if the patient is over 18, and 16 years if the patient is under 18.

SEXUAL AND GENDER BASED MISCONDUCT POLICY

Norwich University is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work and/or learn together in an atmosphere free of sexual or gender based misconduct, and the University does not tolerate such forms of misconduct and/or crime. Such forms of misconduct are also prohibited by State and/or Federal laws like Title IX, the Violence Against Women Act, and the Clery Act. It is the intention of the University to take prompt and equitable action to prevent the re-occurrence of behaviors that violate this policy.

This policy applies to faculty, staff, other employees and agents, students, and organizations receiving Norwich University funding, or that use the Norwich University name.

All members of the campus community, guests, and visitors are protected by this policy regardless of their sexual orientation or gender identity.

An individual who believes that they have been subjected to conduct that violates this policy is encouraged to file a complaint with the University. Complaints will proceed independently from any additional criminal proceedings. University procedures and sanctions can be implemented regardless of when or if criminal charges are initiated or substantiated.

Additional information about campus crime, state laws, and disclosures related to sexual misconduct can be found in the campus Annual Security Report.

Access it here: <http://www.norwich.edu/public-safety>

ADVISORS

All parties are entitled to an advisor of their choosing to guide and accompany them throughout the complaint resolution process. The advisor may be a friend, mentor, family member, attorney or any other supporter a party chooses to advise them.

The parties may be accompanied by their advisor in all meetings and interviews at which the party is entitled to be present, including intake, interviews, hearings, and appeals. Advisors may help their advisees prepare for each meeting, and are expected to advise ethically, with integrity and in good faith. The University cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the University is not obligated to provide one.

Advisors are not permitted to speak for, represent, appear in lieu of anyone, address any other party other than the one they are advising, or otherwise actively participate directly in a meeting, interview, or other proceeding with an exception for during the questioning of parties, witnesses, and investigators on their advisee's behalf in a live hearing in the Formal Hearing Resolution Procedure.

Advisors may communicate with their advisee in a manner that is not disruptive to the meeting or proceeding at hand. For longer or more involved discussions, the parties and their advisors should ask for breaks or step out of meetings to allow for private conversation.

Advisors may request to meet in advance of any interview or hearing with the Title IX staff for the purpose of answering any general questions the advisor may have about the process.

Under U.S. Department of Education regulations applicable to Title IX, cross-examination is required during the hearing in the Formal Hearing Resolution Procedure, but must be conducted by the parties' Advisors. The parties are not permitted to directly question each other or any witnesses. If a party does not have an Advisor for a hearing, the University will appoint a trained Advisor for the limited purpose of conducting any questioning. A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor.

POLICY DEFINITIONS

Quid Pro Quo Sexual Harassment:

- An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct.

Sexual Misconduct:

- Sexual Misconduct is defined as unwelcome sexual advances, requests for sexual favors, other verbal, visual, or physical conduct of a sexual nature that do not meet the below definition of Sexual Harassment, when directly impacting the individual's employment, education, living environment, or participation in Norwich sponsored activities or programs.

Sexual Harassment:

- Sexual Harassment is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.

Rape:

- The carnal knowledge of a person (i.e., penile-vaginal penetration), without the consent of that person or Oral or anal sexual intercourse (i.e., penile penetration) with another person, without the consent of that person or using an object or instrument (e.g., an inanimate object or body part other than a penis) to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of that person.

Fondling:

- The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of that person.

Intimate Partner Violence:

- defined as physical, sexual, emotional and/or psychological abuse between those in a dating or domestic relationship toward each other.

Stalking, defined as:

- engaging in a course of conduct, on the basis of sex, directed at a specific person, that
 - would cause a reasonable person to fear for the person's safety, or
 - the safety of others; or
 - Suffer substantial emotional distress.

Sexual exploitation

- occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other offenses list in this policy.

Sex or Gender Based Discrimination

- occurs by treating someone unfavorably or different because of that person's sex. This can include but is not limited to sexual orientation, gender, gender identity, transgender status, or sex.

Retaliation

- is any adverse action taken against a person participating in a protected activity, because of that person's participation in that protected activity subject to limitations imposed by the First Amendment and/or Academic Freedom.

CONSENT

Consent for sexual activity is clear indication, either through verbal or physical actions, that parties are willing and active participants in the sexual activity.

Such authorization must be:

1. free of force, threat, intimidation or coercion.
2. given actively and knowingly
3. and done so in a state of mind that is conscious and rational and not compromised by alcohol or drug incapacitation.

Only a person of legal age can consent.

Consent may be withdrawn by either party at any time. Once consent is withdrawn, the sexual activity must cease immediately. Pressuring someone into sexual activity can constitute coercion, which is also considered sexual misconduct.

Silence or the absence of resistance alone does not constitute consent. A victim is not required to resist or say “no” for an offense to be proven.

Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person.

Consent must still be attained even if:

- the Respondent is someone known by the Complainant
- the sexual misconduct happens on a date;
- either or both individuals have engaged in consensual sexual behaviors previously;
- either or both individuals are under the influence of alcohol or other drugs;
- there was no weapon involved;
- there was no evidence of a struggle or resistance; or
- there are no other witnesses

Incapacitation due to alcohol or drugs is where an individual cannot make an informed and rational decision to engage in sexual activity

because she/he lacks conscious knowledge of the nature of the act (e.g., to understand the who, what, when, where, why or how of the sexual interaction) and/or is physically helpless. An individual is incapacitated, and therefore unable to give consent, if she/he is asleep, unconscious or otherwise unaware that sexual activity is occurring.

Where alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person; however, warning signs that a person may be approaching incapacitation may include slurred speech, vomiting, unsteady gait, odor of alcohol, combativeness or emotional volatility.

The fact that the responding party was intoxicated, and thus did not realize the complainant was incapacitated, does not excuse sexual misconduct.

SUPPORT SERVICES/RESOURCES

It is not necessary to file a formal complaint, participate in an adjudication process, or file a criminal complaint in order to request supportive services from the University.

Both Complainants and Respondents are able to access accommodations throughout the Title IX resolution process, and these supportive services are non-disciplinary, non-punitive individualized services offered as appropriate, as available, and without charge.

These may include but are not limited to:

- Mutual No Contact Orders restricting encounters and communications between the parties;
- Academic accommodations, including but not limited to deadline extensions, excused absences, in-completes, course changes or late drops, or other arrangements as appropriate;
- Residential accommodations, including but not limited to arranging for new housing, or providing temporary housing options, as appropriate;
- Changing transportation, working arrangements, or providing other employment accommodations, as appropriate;
- Assisting the individual in accessing support services, including, as available, victim advocacy, academic support, counseling, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable;
- Informing the individual of the right to report a crime to local law enforcement and/or seek orders of protection, restraining orders, or relief from abuse orders from United States courts or courts outside of the United States as applicable, and providing assistance if the individual wishes to do so.
- Norwich University will also work with Complainants and others as appropriate to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.

CAMPUS AND LOCAL RESOURCES

Norwich University Counseling and Wellness Center (Confidential)

What is counseling?

- Collaborative process between client and counselor
- Tailored to particular concerns

Why attend counseling?

- Relationship dynamics
- Self-care
- Academic difficulties
- Corps/military related difficulties
- Questions relating to gender identity or sexuality
- Developing healthy skills
- Problematic eating/body image

Located in the fourth floor of the library, the Counseling Center staff provides individual and group counseling in a confidential setting. Thematic groups and psycho educational workshops can be provided in response to specific needs. Services are conducted by a highly-trained staff of licensed professional clinician, and a supervised master's level intern. Services offered are free to student members of the NU community. To make an appointment call **(802) 485-2134** or drop in during regular hours from 8:30 a.m. to 4:30 p.m., Monday through Friday.

Center for Academic Success and Achievement (Non-Confidential)

The Center for Academic Success and Achievement (CASA) helps students achieve academic success at Norwich University.

The center's professional staff and peer tutors offer comprehensive individualized and group tutoring across the curriculum. The center helps students improve their study, time management, and organizational skills, and provides tutoring and coaching for specific academic areas.

Tutors:

- Professional Tutors meet with individual students on an as-needed or regular basis, and particularly tutor students on writing projects and the math curriculum.
- Peer Tutors meet on a weekly basis with individual students to help with subjects such as world languages, lab sciences, or engineering. They also offer weekly drop-in help sessions for these subjects as needed.
- The AAC's Math Help Sessions run Mondays through Thursdays from 7:00 to 10:00 p.m.

Services for Students with Disabilities:

- If you have a documented physical, emotional, learning or attentional disability and have self-identified your need for support, we're here to help you.

Specialized Student Services:

- We meet with students on an as-needed or regular basis to:
- guide you through the process of properly documenting your disability.
- create an educational profile outlining accommodations which you can release to your faculty.
- facilitate communication with parents, faculty and staff concerning accommodation and support.

Mosaic (Confidential)

About Us: Mosaic provides support to all people who have experienced or been affected by sexual harm. We welcome people to reach out even when they aren't sure where their experience fits into the spectrum of sexual violence or what information they are looking for.

Our Services:

Emotional and crisis support; referrals to and support in accessing community services programs; medical advocacy at Sexual Assault Nurse Exams (SANEs); safety planning; support with reporting, police, and legal systems; community education.

Contact us:

24/7 Hotline: (802) 479-5577
Office: (802) 476-1388
info@mosaic-Vt.org • www.mosaic-VT.org

CIRCLE (Confidential)

About Us:

Circle is here to support all people experiencing dating violence or stalking regardless of gender identity, sexual orientation, age, race, or religion. Circle offers support to those who feel unsafe on campus, are worried a friend may be in an unhealthy relationship, or would like to talk to a confidential advocate about their own relationship.

Our Services:

Shelter, support groups, referral services, protection orders, safety plans, civil and criminal court advocacy, prevention programming for youth, community education.

Contact us:

24/7 Hotline: (877) 543-9498
www.circlevt.org

ADDITIONAL RESOURCES:

Vermont Center for Crime Victim Services

<http://www.ccvv.vermont.gov/support-for-victims>

Resources for People with Disabilities

<https://ncd.gov/resources>
<https://www.ndrn.org/>

Pride Center of Vermont/SafeSpace Vermont

<https://www.pridecentervt.org/safespace/>
(866) 869-7341 or (802) 863-0003
SafeSpace offers free and confidential services to LGBTQ survivors of all forms of abuse or violence.

Stalking Resource Center

<https://victimsofcrime.org/stalking-resource-center/>

Resource for Male-Identified Survivors

<https://malesurvivor.org/>
Provides resources and educational information about sexual violence against males. Offers healing resources and links survivors to find online support and mental health professional services.

Black Women's Health Imperative

<https://bwhi.org/>

National organization dedicated to improving the health and wellness of US Black women and girls – physically, emotionally and financially. Invest in strategies, partners and organizations that help Black women's wellness.

Asian Pacific Institute on Gender Based Violence

<https://www.api-gbv.org/>

National resource center for gender-based violence against Asians, Native Hawaiians and Pacific Islanders. Offers analysis to critical issues, provide technical assistance and training, conduct research, and inform public policy.

Resources for Newly Arrived in the US Survivors

<https://www.aalv-vt.org/>

AALV helps new Americans from all over the world gain independence in their new communities through a range of integration services, including bridging case management, workforce development, behavioral health awareness, and interpreter services programming. With support from our multicultural, multilingual staff, our clients are able to smoothly transition to living and working in Vermont

Resources for People of Color

<https://sisterslead.org/>

Coalition of women of color providing technical assistance and training to people of color organizations, doing policy advocacy, and spreading community awareness and education.

Legal Representation:

Vermont Legal Aid: (800) 889-2047;
<http://www.vtlegalaid.org/>

Vermont Bar Association: <https://www.vtbar.org/>

INFORMAL RESOLUTION

To initiate Informal Resolution, a Complainant needs to submit a formal complaint, as defined above. If a Respondent wishes to initiate Informal Resolution, they should contact the

Title IX Coordinator to so indicate.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Resolution Procedure, and any party participating in Informal Resolution can stop the process at any time and begin or resume a Formal Resolution Procedure.

There are two types of Informal Resolution:

Alternate Resolution

- Alternate Resolution is an informal process by which a mutually agreed upon resolution of an allegation is reached.
- The aim of an alternate resolution is not to determine whether there was intent to engage in conduct in violation of this policy, but rather to ensure that the alleged offending behavior ceases and that the matter is resolved promptly at the appropriate level.
- If at any point during an informal resolution of a complaint, either the Complainant or the Respondent communicates dissatisfaction with the process or resolution and the Title IX Coordinator deems it appropriate, the Title IX Coordinator can terminate the informal resolution and begin a formal investigation and resolution process.
- The ultimate determination of whether Alternate Resolution is available or successful is at the discretion of the Title IX Coordinator.
- Failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions.

Respondent Accepts Responsibility

- The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent indicates an intent to accept responsibility for all of the alleged misconduct, the formal process will be paused, and the Title IX Coordinator will determine whether an Informal Resolution can be used.
- If Informal Resolution is applicable, the Title IX Coordinator will determine whether all parties and the University are able to agree

on responsibility, sanctions, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of Norwich policy and implements agreed-upon sanctions and/or remedies, in coordination with other appropriate administrator(s), as necessary.

Results of complaints resolved by Informal Resolution or Alternate Resolution are not appealable.

FORMAL INVESTIGATION AND RESOLUTION PROCEDURES

Intake

- A campus official will assist the reporting party with making choices and accessing resources. If that party chooses to move forward with a campus resolution by signing a formal complaint, the next step will be a preliminary assessment to determine what resolution procedure applies. All resolutions are conducted by officials trained on issues related to sexual violence, how to conduct an impartial and unbiased procedure, how to determine what is relevant evidence, how to utilizing remote technology, and the Sexual and Gender Based Misconduct Policy. The institution will protect the privacy of all involved, consistent with federal law. Title IX resolutions are not subject to publicly available record keeping provisions. Any release of information about a resolution will exclude identifying information to the extent permissible by law.

Investigations

- Trained investigators will conduct an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview all parties and witnesses, and both parties may submit witness names and questions to the investigators to interview/ask at their discretion. The investigators will prepare a report that details both relevant and directly related evidence.

Formal Hearing

- For allegations that, if proven true, would constitute Sexual Harassment as defined in the Sexual and Gender Based Misconduct

Policy, the Title IX Coordinator will appoint a trained Decision Maker to conduct a formal hearing that will allow all parties (through an advisor) to ask relevant questions of each other, all witnesses, and the investigator.

If either party requests it, or at the Title IX Coordinator's discretion, the hearing will be conducted remotely via technology.

Standard of Evidence

- Norwich University uses a preponderance of the evidence standard. Decision Makers consider whether, given the relevant and credible evidence available, it is more likely than not that a violation occurred.

Past History

- The Decision Maker will not consider the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Final Determination

- The parties will be informed of the outcome in writing simultaneously. This notice will include, among other things, the finding of facts, the finding of responsibility, and sanctions, if applicable.

Appeals

- All parties may appeal the decisions in the Final Determination within 48 hours of issuance of the letter. All parties are included in appeal reconsiderations, and have equal participation rights. There is only one level of appeal. That decision is final.

RISK REDUCTION FOR SEXUAL VIOLENCE, HARASSMENT, AND DISCRIMINATION

While victim-blaming is never appropriate, and Norwich fully recognizes that only those who commit sexual misconduct are responsible for their actions, the institution provides the suggestions that follow to help individuals reduce their risk of being victimized and their risks of committing acts of sexual misconduct.

Reducing the Risk of Being Accused of Sexual Misconduct

- Show your potential partner respect if you are in a position of initiating sexual behavior.
- If a potential partner says “no,” accept it and don’t push. If you want a “yes,” ask for it, and don’t proceed without clear permission.
- Clearly communicate your intentions to your potential sexual partner, and give them a chance to share their intentions/boundaries with you.
- Respect personal boundaries. If you are unsure what is okay in any interaction, ask.
- Avoid ambiguity. Don’t make assumptions about consent, about whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions, or are unclear, you don’t have consent.
- Don’t take advantage of the fact that some may be under the influence of drugs or alcohol, even if that person chose to become that way. Others’ loss of control does not put you in control.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or doesn’t want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Recognize that, even if you don’t think you are intimidating in any way, your potential

partner may be intimidated by or fearful of you, perhaps because of your sex, size, social capital, or a position of power or authority you might hold.

- Don’t assume that someone’s silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask.
- Understand that exerting power and control over another through sex is unacceptable conduct.

Reducing the Risk of Victimization

- Make any limits/boundaries you have known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
- Remove yourself, if possible, from an aggressor’s physical presence.
- Reach out for help, either from a person who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.
- Take affirmative responsibility for your alcohol and/or drug consumption. Alcohol and drugs can increase your vulnerability to sexual victimization.
- Look out for your friends, and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high risk choices.

Options for Resources, Services, and Reporting

1

2

3

4

5

OPTION 1:

Medical Treatment and optional evidence collection at hospital emergency room.

**OPTION 2:
Non-Confidential Report**

**OPTION 3:
Confidential report to Norwich medical or counseling staff**

**OPTION 4:
Report at the local police department.**

**OPTION 5:
Report to Mosaic**

Local police and Mosaic can respond to the emergency room. Provided options to speak to one or both services.

Referred to the Title IX Coordinator for intake/resolution.

Provided option of seeking counseling for on- or off-campus support.

Provided option of reporting the incident to Mosaic and/or Norwich University

Provided option of working with Norwich to receive on-campus accommodations/support services.

Provided options to receive on-campus support services and resolution processes.

Provided option of reporting to local police and/or Norwich Title IX Coordinator.

Provided option of reporting to local police department.

Provided options to seek medical treatment and optional evidence collection at hospital emergency room.

Provided options to receive sexual assault advocacy from Mosaic

Provided option to seek medical treatment and optional evidence collection at hospital emergency room.

Local police and Mosaic can respond to the emergency room. Provided options to speak to one or both services.

Intake and Investigation Process Steps

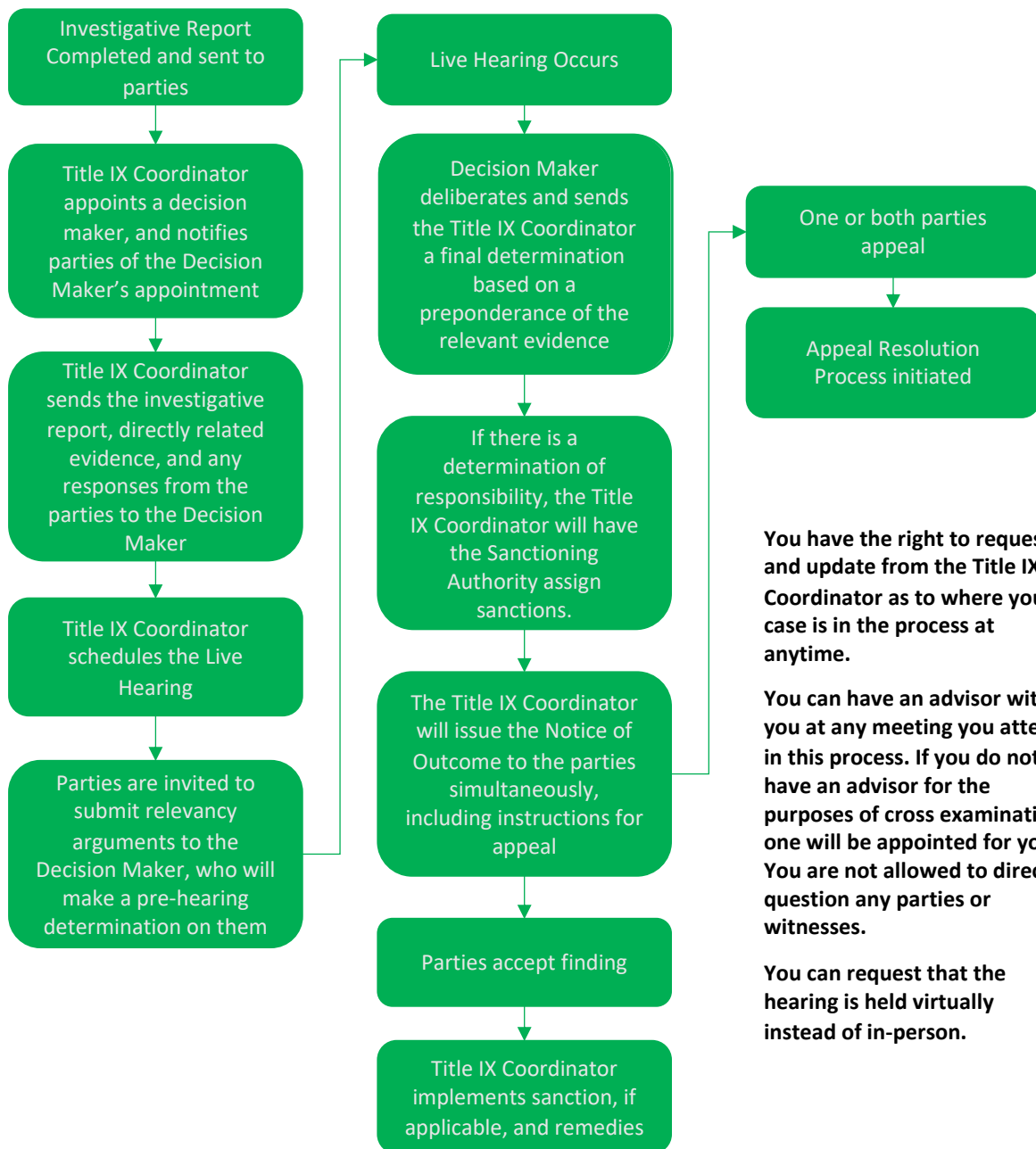


You have the right to request and update from the Title IX Coordinator as to where your case is in the process at anytime.

You can have an advisor with you at any meeting you attend in this process

You will be notified of all meetings scheduled for you in this process, but you have the right to attend or not attend

Formal Hearing Resolution Process Steps



You have the right to request and update from the Title IX Coordinator as to where your case is in the process at anytime.

You can have an advisor with you at any meeting you attend in this process. If you do not have an advisor for the purposes of cross examination, one will be appointed for you. You are not allowed to directly question any parties or witnesses.

You can request that the hearing is held virtually instead of in-person.

