

St. Luke's College
Explanation of Rights and Options after Filing a Complaint
Under the Title IX: Non-Discrimination and Anti-Harassment Policy

The following information provides a short summary of your rights and options after filing a complaint.

I. General Information

- It is extremely important that you preserve evidence as it may be necessary for proof of the crime or in obtaining a protective order. In the case of physical violence, including sexual violence, domestic violence, and dating violence, you should go directly to the emergency room and should not bathe, urinate, douche, brush teeth, drink liquids, or change clothes until after you are examined and, if necessary, a rape examination is completed.
- It is also important to take steps to preserve evidence in cases of stalking, to extent such evidence exists. In cases of stalking, evidence is more likely to be in the form of letters, emails, text messages, etc. rather than evidence of physical contact and violence.
- Once you have made a complaint, you have several options, including, but not limited to:
 - Contacting parents or a relative
 - Seeking legal advice
 - Seeking personal counseling
 - Pursing legal action against the perpetrator
 - Pursing disciplinary action
 - Requesting that no further action be taken
- If requested, the Title IX Coordinator will assist you in contacting campus police or local law enforcement regarding the incident. You may decline to notify such authorities.
- If you have obtained a temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court, please provide such information to the Title IX Coordinator. The College will take all reasonable and legal action to implement the order.

II. Institutional Procedures

- The College's Title IX: Non-Discrimination and Anti-Harassment Policy:
 - Will provide a prompt, fair, and impartial resolution of your complaint.
 - Is carried out by College officials who have received training on these issues and how to conduct an investigation and hearing process that promotes safety and accountability.
 - Provides you and the accused the right to have a support person accompany you to all aspect of the investigation and resolution process. The support person may not advocate like an attorney would in court.
 - Ensures that both you and the accused will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.

- Prohibits retaliation by the accused or anyone else against you for making a complaint.

III. Possible Sanctions or Protective Measures

- Interim Measures: At any time during the investigation, the Title IX Coordinator may impose interim remedies or protections for the parties or witnesses. These may include separating the parties, placing limitations on contact between the parties, suspension, class-placement, or workplace arrangements.
- Sanctions: If there is a finding that a violation has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline of the respondent, including: no-contact orders, classroom reassignment, the provision of counseling or other support services, training, written reprimand, grade penalty of zero (0), restitution for damages, conditional status with requirements for continued enrollment, suspension or termination of a particular privilege, suspension from the College for a period of time, dismissal, demotion, termination, expulsion, or referral for prosecution for violation of the law, or other appropriate institutional sanctions.

IV. Confidentiality

- If you request confidentiality or ask that a complaint not be investigated, the College will take reasonable steps to investigate and respond to the complaint consistent with the request. However, the College's ability to respond may be limited in such cases, and the College may not be able to grant such a request when the accused poses a continuing threat to the College Community.

V. Options for Changing your Current Situation

- Pending final outcome of an investigation, you may be allowed to change your academic, transportation, or work situation if options to do so are reasonably available. This may occur regardless of whether you choose to make a complaint to campus police or local law enforcement.

VI. Resources Available

On Campus Resources

EAP/OASIS

- Counseling service, referral to additional resources as needed
- On campus, during normal business hours
- (712) 279-7070

Campus Security

- Dial 3911 while on campus or dial "0" and ask for security while on campus

Off-Campus Resources

Counsel on Sexual Assault and Domestic Violence

- 24 hour crisis hotline for free, confidential counseling and support.

- Assistance is available with medical and legal procedures
- Counselor can be with you during the medical exam and police interview
- (712) 258-7233

Iowa Coalition Against Sexual Assault

- 515-244-7424

Iowa Sexual Abuse Hotline (SAH)

- 800-284-7821

National Sexual Assault Hotline

- 24 hour crisis hotline
- 1/800-656-HOPE

Local Law Enforcement

- Dial 911