

HERE'S HOW WE CAN HELP



**Resource Guide for Support and Reporting
Sexual Misconduct and Intimate Partner Violence**

swarthmore.edu/share

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any federally funded education program or activity.

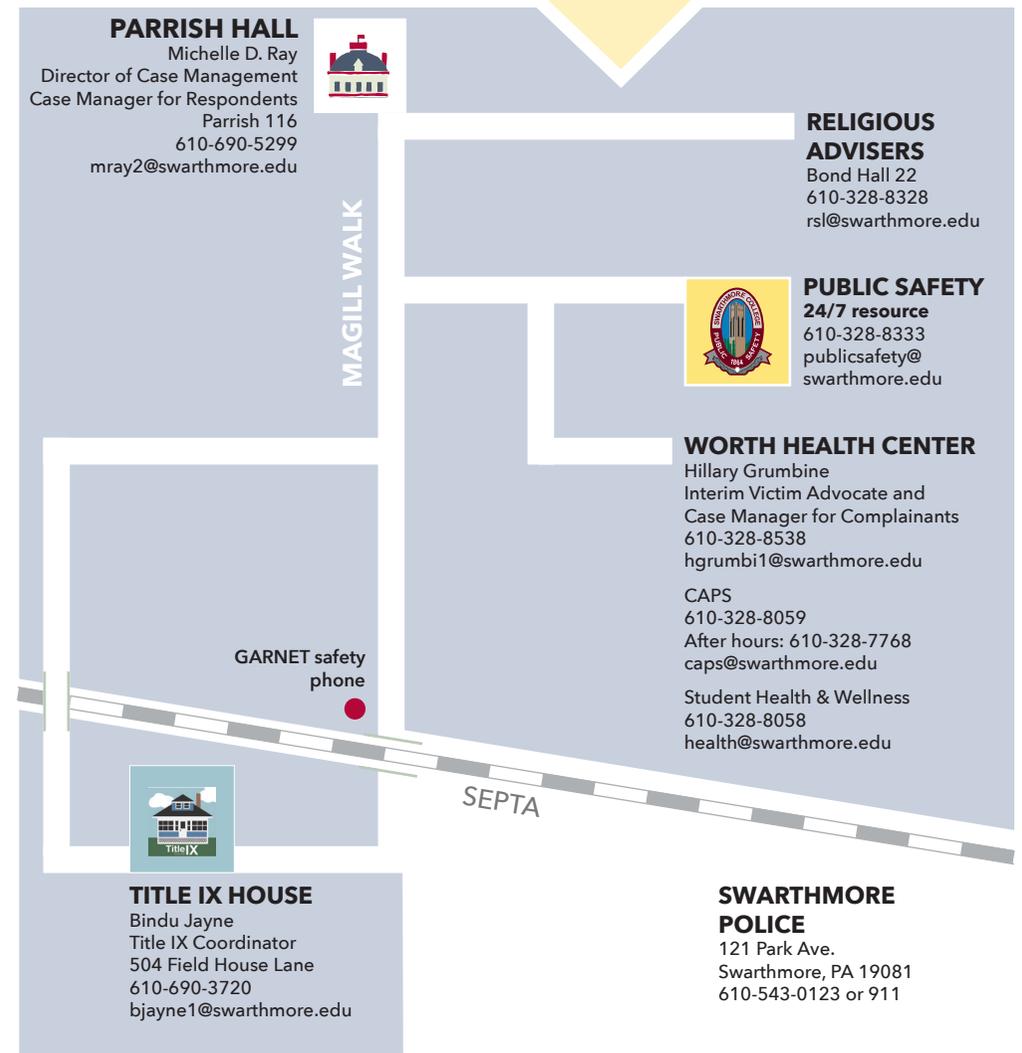
WHAT DOES THAT REALLY MEAN?

Swarthmore College's Title IX staff and teams are here to receive, respond to, and address all reports of sexual misconduct and concerns about gender equity that affect members of the Swarthmore College community.

Our role is to eliminate, prevent, and address all known instances of prohibited gender-based misconduct, such as sexual assault, stalking, sexual harassment, and/or intimate partner violence.

We do this by responding to individual incidents, supporting those who have been harmed, and educating community members on how to create a safe and supportive campus that encourages healthy and respectful relationships.

GIVING VOICE TO YOUR EXPERIENCE AND GETTING THE SUPPORT YOU WANT AND NEED: A MAP OF CAMPUS RESOURCES



Swarthmore is committed to fostering an environment where all members of our campus community are safe and free from sexual misconduct and understand how the College can help. Sexual misconduct includes:

Sexual assault, intentional sexual contact with another person without that person's consent, including touching and penetration.

Sexual exploitation, an act committed through nonconsensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, etc.

Sexual harassment, any unwelcome conduct of a sexual nature—or based on sex or gender—that creates a hostile environment or is made a condition of employment or academic evaluation. This includes harassment based on gender, sexual orientation, gender identity, or gender expression.

Intimate partner violence, any act or threatened act of violence against a person who is or has been involved in a sexual, dating, domestic, or other intimate relationship with the accused. It may involve one act or an ongoing pattern of behavior.

Indecent exposure, when a person exposes their genitals in any place where other people are present under circumstances in which one knows or should know that this conduct is likely to offend, affront, or alarm.

Stalking, when a person excessively communicates with and/or commits unwelcome acts toward another person, including following them, under circumstances that communicate an intent to place another person in reasonable fear of injury or to cause substantial emotional distress.

For complete definitions, please visit:
swarthmore.edu/share/sexual-assault-harassment-policy

WHAT DO I NEED TO KNOW ABOUT CONSENT?

Consent must be knowing and voluntary; it must exist from the beginning to end of each instance and form of sexual contact. Never to be assumed, consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. Consent may be withdrawn at any time and should be outwardly demonstrated by words and/or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease immediately.

Guidance for assessing consent:

- Prior to initiating any sexual activity, obtain consent. If at any time during the sexual activity any confusion or ambiguity arises, individuals must pause and seek clarification regarding consent. Consent to one form of sexual activity does not constitute consent to engage in all forms of sexual activity.
- Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent should not be inferred solely from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent.
- Consent to previous sexual activity and/or in the context of an intimate relationship does not presume consent is given subsequently.
- Consent is not effective if it results from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise their own free will.
- Consent cannot be obtained from an individual who is incapacitated.

For more information about consent, please visit:
swarthmore.edu/share/sexual-assault-harassment-policy

"I THINK I MAY HAVE EXPERIENCED SEXUAL AND/OR INTIMATE PARTNER VIOLENCE ... WHAT ARE MY OPTIONS?"

Talk to a confidential resource

These resources provide a space to speak confidentially about issues, questions, and experiences related to sexual assault, intimate partner violence, healthy/unhealthy relationships, and more.

The **violence prevention educator and advocate** can provide specialized information, referrals, crisis assistance, and emotional support.

CAPS can provide individual, group, and walk-in counseling. For after-hours assistance, call 610-328-7768.

Student Health & Wellness can provide confidential medical care, after-hours access to a registered nurse, and connections to local hospitals for a forensic sexual assault exam (rape kit).

Religious advisers can provide spiritual guidance and referrals to other campus resources.

Off-Campus Confidential Resources

Delaware County Women Against Rape (WAR)
610-566-4342 (24-hour hotline)

Domestic Abuse Project of Delaware County
610-565-4590 (24-hour hotline)

Talk to the Title IX Coordinator

The TIX Coordinator is a resource for anyone affected by sexual misconduct. They provide a compassionate space to make a report and learn about resources, including housing/academic assistance, emotional support, etc. The TIX Coordinator will learn about your wishes moving forward and will work to find a resolution. They assess all reports of sexual misconduct and balance requests for next steps with the safety of campus. (Deputy TIX Coordinators can also provide these resources.)

If you meet with the TIX Coordinator, you can do any or all of the following:

- Get information about possible next steps
- Make a report and request support resources such as contact restrictions and housing/academic assistance
- Make a report and request non-adjudication options, such as counseling or education
- Make a report and initiate a formal complaint process, which can lead to investigation and/or a hearing

Talk to Public Safety or the police

Public Safety is a 24/7 resource that you can contact for immediate or emergency assistance. They can take a statement, refer you to on- and off-campus resources, and/or assist you with contacting the police.

They can also connect you to CAPS or a nurse after hours and assist you in accessing a forensic sexual assault exam (rape kit) at a local hospital.

If you believe that you have been a victim of a crime, Public Safety can assist you, or you can contact the police directly at 610-543-0123 or 911.

Talk to a trusted mentor or friend

Trusted mentors and friends are often where we first go for support, and they can serve as helpful resources throughout our journey.

Please know that if you choose to talk to a faculty or staff member, they are required to share information with the TIX Coordinator so that they can follow up with you and offer comprehensive resources and support.

After the TIX Coordinator follows up, it is your decision as to when or whether to respond.

I NEED IMMEDIATE ASSISTANCE!

GET SAFE

- If you are in immediate danger or afraid that you will be hurt again, call Public Safety at 610-328-8333 or the police at 911.
- You can also call a friend or a 24-hour crisis hotline (Delaware County Women Against Rape, 610-566-4342) for support and to assist you in decision-making.
- Visit [swarthmore.edu/share/resources-support](https://www.swarthmore.edu/share/resources-support) for a full list of on- and off-campus resources and support.

YOUR RIGHTS UNDER TITLE IX

- To live and learn at Swarthmore free from gender discrimination.
- To file a complaint according to Swarthmore's Sexual Assault and Harassment Policy.
- To make a police report and to request a criminal investigation with law enforcement.
- To receive interim support and reasonable protective measures to help you continue to live and learn at Swarthmore, such as a housing or academic modification.
- To request a contact restriction and to receive information about Protection from Abuse, Harassment Prevention, and Abuse Prevention orders from the court.
- Not to be dissuaded from your use of resources, processes, or support and to report to the Title IX Coordinator if your rights have been violated.
- To be free from retaliation for exercising your rights.
- To access on- and off-campus support and health services.

You have these rights regardless of your race, color, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental disability, religion, or any other protected class.

Upon receipt of a report of sexual misconduct, the College can offer interim measures, which may be imposed regardless of whether a criminal or College complaint has been filed and can be requested through the Title IX Coordinator or the Violence Prevention Educator and Advocate.

These may include:

- public safety escort
- referral to medical or EMS services
- contact restrictions or assistance in obtaining a Protection from Abuse Order
- academic assistance
- employment or housing changes
- voluntary leave of absence
- any other remedy tailored to achieve the goals of this policy

How to help when your friend tells you about an incident of sexual misconduct

Individuals who have experienced sexual misconduct often respond in a variety of ways, including through anger, sadness, confusion, or withdrawal.

Listen.

Give the survivor your complete attention. Try not to interrupt or discuss your personal history. If you cannot be completely present for the survivor in that moment, be honest about your limitations.

Support.

Survivors are often met with skepticism or disbelief. Offering nonjudgmental support and acknowledging the feelings of the survivor can help create a safe space for them to process the next steps.

Refer.

It is not your responsibility to have all the answers, fix the problem, or determine what occurred. You can be helpful by providing them with information about options and resources.

DO

- Tell the survivor, "This was not your fault. You are not alone."
- Give the survivor options to sit or stand, to share or be silent, to call for medical or counseling support or not.
- Tell the survivor, "There are resources available to help," and refer them to the Key Contacts listed on the back of this brochure.
- Mirror the language used by the survivor, and refrain from asking for details about the underlying conduct if the survivor is not offering this information.
- Take care of yourself. Get support if you need it.

DON'T

- Tell the survivor, "I know what you are going through."
- Ask questions that suggest blame, such as "Why did you drink?" or "Why didn't you get help sooner?"
- Question whether the survivor is telling the truth.
- Pressure the survivor to make decisions they are unsure about.
- Force the survivor to include others in the conversation.
- Panic. Take a deep breath and focus on the survivor.

IN THEIR OWN WORDS: Students answer common questions about Title IX

“WAS I SEXUALLY ASSAULTED? I DON’T KNOW HOW TO LABEL OR DEFINE WHAT HAPPENED TO ME.”

Everyone’s experience is unique, and it can be overwhelming to realize something doesn’t feel right in the moment—or the next day, week, or even years later. Discuss the following questions with a friend, family, or a confidential resource:

1. Am I OK with this experience?
2. If this happened to your best friend or a family member, would you consider it to be OK?
3. Did I consent to everything that happened, and was I able to? You have every right to consent to one act and not another.

Just breathe—how you feel about your experience is the only thing that matters. You never have to justify your feelings about what happened—and there are people here to help.

Visit:
swarthmore.edu/share/what-sexual-assault

swarthmore.edu/share/help-yourself

“IF A REPORT IS MADE, WHO WILL KNOW? HOW CAN YOU MAKE SURE OTHERS DON’T FIND OUT?”

The word “reporting” has developed such a negative connotation in the media and especially on our campus. But from personal experience, I can say that the TIX staff is a great group that can be trusted.

Yes, our campus is small and social groups are even smaller. However, throughout the reporting process, steps are taken to ensure you don’t have to change your life. I had friends who knew that something happened, but never knew the whole story, and that’s OK.

The TIX staff will keep your information private and will only share personal information with those on the TIX team who “need to know.” They will be discreet and respect the privacy of all those involved in a process.

Visit:
swarthmore.edu/share/confidentiality

“I THINK THAT I SHOULD TALK TO THE TITLE IX COORDINATOR, BUT I’M NERVOUS ... WHAT DOES IT LOOK LIKE TO MAKE A REPORT?”

A private room with pale-blue walls. Comfy chairs. Coffee or water. A compassionate listener.

This image is not what comes to mind when people think about making a report to the Title IX Coordinator, but it’s what it looks like in action. You have every right to feel nervous, and the TIX Coordinator will be prepared for you to feel however you feel. For example, the first meeting you can cry the entire time and barely say a word, but just listen and receive information about options. You don’t have to give a name, but doing so can allow the TIX Coordinator to see if this individual had prior offenses. If you choose to meet again, the process can be at your own pace, and the power almost always lies with you as to whether or when to move forward.

A reminder: Making a report does not mean an automatic hearing. Making a report means you are sharing with the TIX Coordinator an incident of sexual or intimate partner violence. This is different from filing a complaint and requesting to initiate the College’s disciplinary process.

Visit:
swarthmore.edu/share/making-a-report-what-to-expect

(You can also make a report online at swarthmore.edu/share.)

“I’M WORRIED THAT SOMETHING HAS HAPPENED TO A FRIEND. WHAT SHOULD I DO?”

Talk to your friend in a private and safe space at a less stressful time. Ask them what’s up and let them know that you’re here for them no matter what, and are open to conversations or concerns they might have. Let them lead the way in their healing process—don’t push them into saying or doing anything they don’t feel comfortable with because what they need most is your support. Refrain from labeling for them—just listen and provide a safe space to talk. You can also talk to a confidential resource for support.

Visit:
swarthmore.edu/share/help-someone-else

“WHAT HAPPENS IF SOMEONE IS ACCUSED OF SEXUAL ASSAULT?”

If a complaint is filed, the person accused will have a prompt and fair process and will be treated with respect. Not all reports of sexual misconduct turn into complaints, and if the College seeks action that would affect the person accused (i.e. a contact restriction, request to participate in counseling or education, or investigation), they will be notified and have a chance to respond. There is a case manager and grievance adviser to support those accused through the process and to answer questions. CAPS, Worth, and religious advisers are available confidential resources. The TIX Coordinator is also available to answer questions and provide academic, housing, and other assistance.

Visit:
swarthmore.edu/share/assistance-respondents

KEY CONTACTS

Title IX House

- Bindu Jayne, Title IX Coordinator, 610-690-3720, bjayne1@swarthmore.edu
- Kathleen Withington, Title IX Administrative Assistant, 610-690-5757, kwithin1@swarthmore.edu

Confidential Resources

- Hillary Grumbine, Interim Violence Prevention Educator and Advocate, 610-328-8538, hgrumbi1@swarthmore.edu
- CAPS, 610-328-7768, caps@swarthmore.edu
- Student Health & Wellness, 610-328-8058, health@swarthmore.edu
- Religious advisers, 610-328-8328, rs1@swarthmore.edu

Case Managers

- Michelle D. Ray, Case Manager for Respondents, 610-690-5299, mray2@swarthmore.edu
- Hillary Grumbine, Case Manager for Complainants, 610-328-8538, hgrumbi1@swarthmore.edu

Deputy Title IX Coordinators

- Nnenna Akotaobi, Deputy for Athletics, 610-328-8222, nakotao2@swarthmore.edu
- Isaiah Thomas, Deputy for Students, 610-957-6113, ithomas1@swarthmore.edu
- Nora Johnson, Deputy for Faculty, 610-328-8188, njohnso1@swarthmore.edu
- Zenobia Hargust, Deputy for Staff, 610-328-8398, zhargus1@swarthmore.edu

24/7 Resources

- Public Safety, 610-328-8333, publicsafety@swarthmore.edu
- CAPS, 610-328-7768