

HERE'S HOW WE CAN HELP



**Resource Guide for Support and
Reporting Sexual Misconduct**

swarthmore.edu/tix

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?

- The Title IX Office, in coordination with its team of deputies, is committed to receiving, addressing, and responding to all reports of sexual misconduct and concerns about gender equity that affect any and all members of the Swarthmore College community.
- Through intentional programming and trauma-informed resources, our office seeks to eliminate and prevent all instances of sexual violence and harassment.
- We respond to individual incidents of sexual misconduct, support those who have been harmed, support the friends of those who have been harmed, and educate the community on how to create a safe and supportive campus built on healthy relationships.

HOW WE CAN HELP

You have the right to receive supportive measures to ensure your safety and well-being. These measures can be imposed regardless of whether a criminal or College complaint has been filed and can be requested through either the Title IX Coordinator or the Violence Prevention Educator and Advocate.

Supportive measures may include, but are not limited to:

- Academic assistance, including faculty notifications that still maintain your privacy.
- Contact restrictions.
- Housing changes.
- Public Safety escorts.
- Referrals to medical or emergency services.
- Voluntary leaves of absence.
- *Any other support that meets your needs – let us know what works best for you.*

WE CARE ABOUT YOUR WELL-BEING.

No one should have to endure any type of sexual violence. Prohibited conduct includes, but is not limited to:

- **Sexual harassment:** Any unwelcome conduct of a sexual nature or any unwelcome conduct based on sex or gender.
- **Sexual assault:** Intentional sexual contact with another person without their consent.
- **Intimate-partner violence:** Any act or threatened act of violence against a person who is, or who has been, involved in an intimate relationship with the person committing the offense.

For complete definitions and a more comprehensive list of prohibited conduct, please see our policy at bit.ly/3gJMkEB.

"WHAT DO I NEED TO KNOW ABOUT CONSENT?"

CONSENT IS ALWAYS:

- Knowing and voluntary.
- Freely given.
- Present from the beginning to the end of each instance and form of sexual contact.
- Demonstrated through mutually understandable words and/or actions.
- Reversible.

CONSENT IS NEVER:

- Assumed.
- Transferable from one act or instance of sexual activity to another.
- Inferred from silence, passivity, lack of resistance, or lack of an active response.
- The result of physical force, coercion, or intimidation.
- Obtained from an individual who is incapacitated.

PAUSE. CHECK IN WITH EACH OTHER. COMMUNICATE.

“OK ... WHAT ARE MY OPTIONS?”

If you or someone you love has experienced sexual violence, you have options. The Title IX Office is here to help you navigate all the resources and support available to you, both on and off campus.

Talk to the Title IX Coordinator

The TIX Coordinator is a resource for anyone affected by sexual misconduct and provides a compassionate space to make a report and learn about resources. The TIX Coordinator assesses all reports and balances requests for next steps with the safety of everyone on campus.

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 an investigation and/or a hearing.

Talk to a confidential resource

These resources provide a space to speak confidentially about issues and questions around sexual misconduct.

- The **Violence Prevention Educator and Advocate** can provide specialized information, referrals, crisis assistance, and emotional support.
- **Counseling and Psychological Services (CAPS)** can provide individual, group, and walk-in counseling. For after-hours assistance, call 610-328-7768.
- **Student Health and 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 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 you respond.

STIX (Student Title IX) Leaders are another resource to help you better understand the Title IX process from a peer perspective. To connect with a STIX Leader, please email stix@swarthmore.edu.

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.

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/tix for a full list of on- and off-campus resources and support.

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



How to help a friend

Individuals who have experienced sexual violence may respond in a variety of ways, including through anger, withdrawal, sadness, and confusion.

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 incident if the survivor is not offering this information.

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. Instead, take a deep breath and focus on the survivor.

As the friend of someone who is struggling, you may also need support. The Title IX Office is here to make sure you're also OK and taking care of yourself.

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 member, 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.

“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.

“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, in 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 is not the same as filing a complaint and does not mean an automatic disciplinary process. Making a report means you are sharing with the TIX Coordinator an incident of sexual misconduct and requesting the opportunity to receive support and resources.

“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 that you’re 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 their feelings or experiences for them – just listen and provide a safe space to talk. You can also talk to a confidential resource for support.

“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 a grievance adviser to support those who are 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.

KEY CONTACTS

Title IX Office

- Bindu Jayne, Title IX Coordinator, 610-690-3720, bjayne1@swarthmore.edu
- Chelsey Eiel, Title IX Project Manager, 610-957-6409, ceiel1@swarthmore.edu
- Kathleen Withington, Title IX Administrative Assistant, 610-690-5757, kwithin1@swarthmore.edu

Confidential Resources

- Hillary Grumbine, Violence Prevention Educator and Advocate, 610-328-8538, hgrumbi1@swarthmore.edu
- CAPS, 610-328-8059 (after hours: 610-328-7768), caps@swarthmore.edu
- Student Health and Wellness, 610-328-8058, health@swarthmore.edu
- Religious advisers, 610-328-8328, rsl@swarthmore.edu

Deputy Title IX Coordinators

- Deputy Title IX Coordinator for Faculty, Peter Baumann, Beardsley 212, 610-328-8433, pbauman1@swarthmore.edu
- Deputy Title IX Coordinator for Staff, Paula MacDonald, 101 S. Chester Road 115, 610-690-5667, pmacdon1@swarthmore.edu
- Interim Deputy Title IX Coordinator for Students, Rachel Head, Parrish LL76, 610-328-8362, rhead1@swarthmore.edu
- Interim Deputy Title IX Coordinator for Physical Education and Athletics, Marie Mancini, Tarble Pavilion, 610-328-8223, mmancin1@swarthmore.edu

24/7 Resources

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