

# HERE'S HOW WE CAN HELP



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

[www.swarthmore.edu/share](http://www.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.**

## SWARTHMORE'S TITLE IX STAFF AND TEAMS ARE HERE FOR YOU

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.

# THERE ARE 4 MAIN AREAS OF OUR WORK

- **Policy:** i.e., creating and revising the Sexual Assault/Harassment Policy ([swarthmore.edu/share/sexual-assault-harassment-policy](https://swarthmore.edu/share/sexual-assault-harassment-policy)) every year to ensure that it is up to date and reflects our campus goals and values.
- **Prevention Education:** i.e., developing programming, trainings, dialogues, and events that support members of the Swarthmore community to have healthy relationships, prevent sexual violence, support survivors, and foster a respectful campus community.
- **Response/Adjudication:** i.e., working with those impacted by sexual and intimate partner violence to determine their preference for support only, remedies-based resolution (i.e., education, counseling), and/or campus adjudication options (i.e., investigation and possibly hearing).
- **Support:** i.e., providing support to survivors, friends, and all who are impacted by sexual and intimate partner violence.

# WHO WE ARE

Title IX initiatives are led by **Kaaren Williamsen**

As Title IX coordinator, Kaaren serves as a resource for anyone **looking for information** about College policies, support resources, or response options. She also **receives all reports of sexual misconduct** on campus, and will work closely with anyone making a report to determine possible next steps.

## Prevention education and support efforts are led by the Title IX coordinator alongside:

- **Nina Harris**, violence prevention educator and advocate
- **Becca Bernstein**, Title IX program and events fellow
- **Student Title IX teams**
- **Campus partners**

## Policy and response efforts are led by the Title IX coordinator alongside the Title IX team:

- **Beth Pitts**, Title IX investigator, associate director of Public Safety
- **Nina Harris**, violence prevention educator, advocate for survivors/friends
- **Michelle Ray**, case manager and advisor for those accused
- **Nathan Miller**, associate dean of students, director of student conduct

**Deputy Title IX coordinators** can also serve as resources for the campus and answer questions about policy, support, and procedures:

- **Rachel Merz** (Biology, deputy for faculty)
- **Zenobia Hargust** (Human Resources, deputy for staff)
- **Nnenna Akaotobi** (Athletics, deputy for athletics).
- **Nathan Miller** (Dean's Office, deputy for student conduct process)

# "I think I may have experienced sexual and/or intimate partner violence... what are my options?"

## Talk to a confidential resource

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

**Violence prevention educator and advocate, Nina Harris** 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 advisors** 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. She provides a compassionate space to make a report and learn about resources and support, including housing/academic assistance, emotional support and more. The TIX coordinator will learn about your wishes moving forward and work to find a resolution consistent with your needs. She assesses all reports of sexual misconduct and balances requests for next steps with the safety of campus.

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

- Just get information about possible next steps
- Make a report and request support resources only (i.e., contact restrictions, housing/academic assistance)
- Make a report and request non-adjudication options (i.e., education, counseling) to address behavior of concern
- Make a report and initiate a formal complaint process—can lead to investigation and/or 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 she can follow up with you and offer comprehensive resources and support.

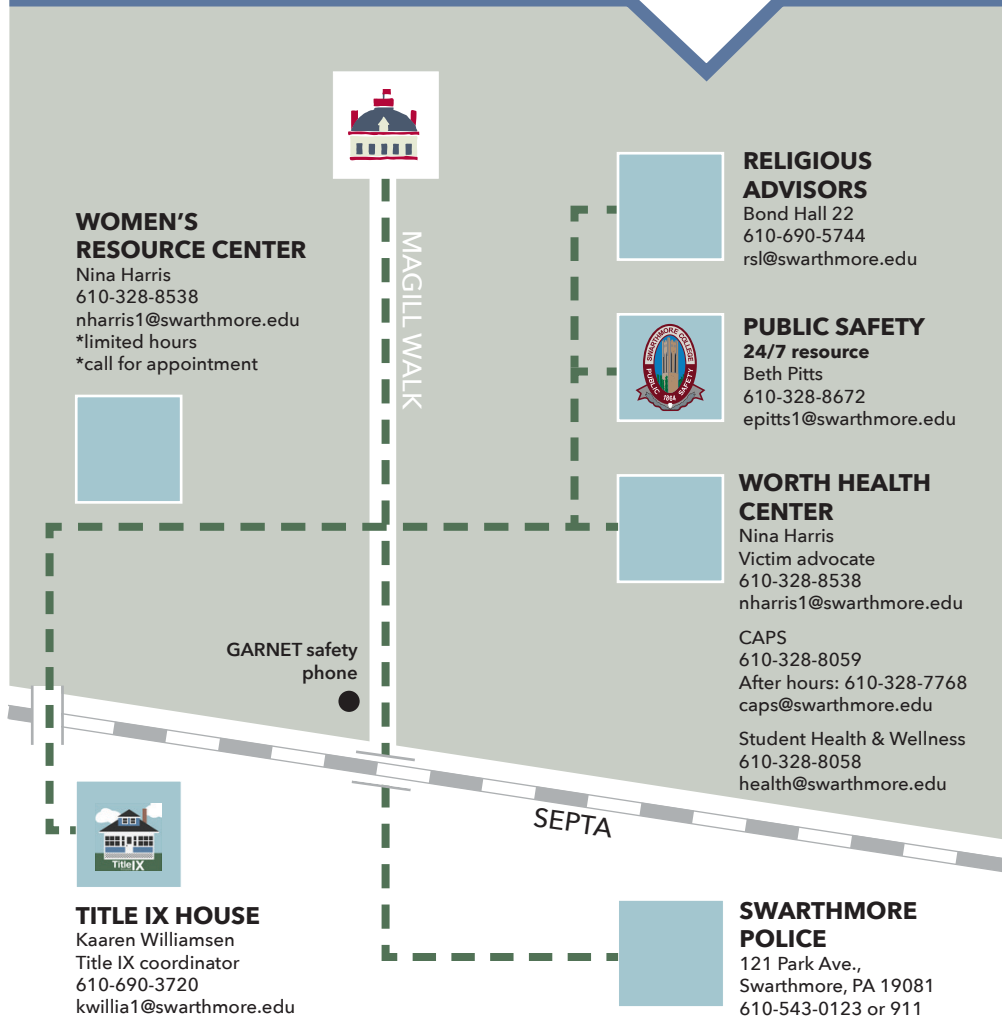
If the TIX coordinator follows up with you, it is your decision as to when or whether to respond.

### "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.

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



# YOUR RIGHTS UNDER TITLE IX

- **You have the right** to live and learn at Swarthmore free from gender discrimination.
- **You have the right** to file a complaint according to Swarthmore's Sexual Assault and Harassment Policy. You also have the right to make a police report and to request a criminal investigation with law enforcement.
- **You have the right** to interim support and reasonable protective measures to help you continue to live and learn at Swarthmore, for instance a housing or academic modification.
- **You have the right** to request a Contact Restriction and to receive information about Protection from Abuse Harassment Prevention and Abuse Prevention Orders from the Court.
- **You have the right** 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.
- **You have the right** to be free from retaliation for exercising your rights.
- **You have the right** 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.

## 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. The realization that something doesn't feel right in the moment, the next day, weeks, or years later can feel overwhelming. Discuss the following questions with a friend, family, confidential resource—Nina Harris or CAPS, or someone else you trust:

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. Was I able to/did I consent to everything that happened? You have every right to consent to one act and not another.

Lastly, breathe and know that no matter what you've heard from people at Swat or on social media, 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. For more information about sexual assault, see [swarthmore.edu/share/what-sexual-assault](http://swarthmore.edu/share/what-sexual-assault). For information about how to get help, see [swarthmore.edu/share/help-yourself](http://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 I wasn't ok and 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” (for team members, see pg. 5). They will be discreet and respect the privacy of all those involved in a process. For more information, see [swarthmore.edu/share/confidentiality](http://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, Kaaren, 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 Kaaren 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 if 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 than filing a complaint and requesting to initiate the college's disciplinary process. For more information, see [swarthmore.edu/share/making-a-report-what-to-expect](http://swarthmore.edu/share/making-a-report-what-to-expect). You can also make a report online at [swarthmore.edu/share](http://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 tell them things you've been noticing about their behavior that are different lately. 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. For more information, see [swarthmore.edu/share/help-someone-else](http://swarthmore.edu/share/help-someone-else).

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

No one expects to be accused of sexual assault. However, 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 impact 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 staff member, Michelle Ray, to support those accused through the process and to answer questions. CAPS, Worth, and religious advisors are available confidential resources. The TIX coordinator is also available to answer questions and provide academic, housing, and other assistance. For more information, see [swarthmore.edu/share/assistance-respondents](http://swarthmore.edu/share/assistance-respondents).

## KEY CONTACTS

### Title IX House

- Kaaren Williamsen, Title IX coordinator, 610-690-3720, kwillia1@swarthmore.edu
- Beth Pitts, Title IX investigator and associate director of Public Safety  
610-328-8672, epitts1@swarthmore.edu
- Becca Bernstein, Title IX program and events fellow  
610-957-6409, rbernst1@swarthmore.edu
- Kathleen Withington, Title IX administrative assistant  
610-690-5757, kwithin1@swarthmore.edu

### Confidential resources

- Nina Harris, violence prevention educator and advocate  
610-328-8538, nharris1@swarthmore.edu
- CAPS, 610-328-7768, caps@swarthmore.edu
- Student Health & Wellness, 610-328-8058, health@swarthmore.edu
- Religious advisors, 610-690-5744, rsl@swarthmore.edu

### Case manager and grievance advisor (for those accused)

- Michelle Ray, 610-690-5299, mray2@swarthmore.edu

### Deputy Title IX coordinators

- Nnenna Akaotobi, deputy for athletics, 610-328-8222, nakotao2@swarthmore.edu
- Nathan Miller, deputy for student conduct process,  
610-328-8354, nmiller2@swarthmore.edu
- Rachel Merz, deputy for faculty, 610-328-8051, rmerz1@swarthmore.edu
- Zenobia Hargust, deputy for staff, 610-328-8398, zhargus1@swarthmore.edu

### Public Safety: 24/7 resource

- 610-328-8333, publicsafety@swarthmore.edu