



SAINT LOUIS UNIVERSITY
MADRID

SEXUAL MISCONDUCT AND PROHIBITED CONDUCT

In general, unless otherwise prevented by law in Spain, University-wide policies, such as its Sexual Misconduct Policy, apply to students, faculty, staff, and third parties (visitors, guests, contractors, vendors, or other third parties) at the Madrid Campus; however, Reporting Contacts and procedures differ due to the administrative structure and resources available at SLU-Madrid and in Spain. The University's Sexual Misconduct Policy can be found on the SLU's Office of [Institutional Equity and Diversity webpage](#)

How does the University Policy apply to students, faculty, staff and third parties at the Madrid Campus?

As a Catholic, Jesuit educational institution, Saint Louis University, including its Madrid Campus, is committed to fostering a safe and supportive environment conducive to the academic pursuit and healthy personal development of all persons. All members of the University community share responsibility for fostering this environment by adhering to standards of conduct. The University Sexual Misconduct Policy applies to all forms of sexual and gender-based harassment and violence, intimate partner violence, stalking and retaliation by or against University community members of any gender, gender identity, gender expression or sexual orientation, collectively referred to as Prohibited Conduct. Any form of Prohibited Conduct is a serious violation of these standards and will not be tolerated.

It is the University's desire to create a supportive climate that will encourage individuals to report incidents of Prohibited Conduct. The Sexual Misconduct Policy is designed to achieve the following goals:

- Provide prompt and compassionate support services.
- Provide a comprehensive framework in which the needs and decision of all parties concerned are central in determining further administrative response and assistance.
- Create a campus environment that both facilitates and expedites the prompt reporting of Prohibited Conduct.
- Cultivate a climate of community empowerment and education in which behaviors that contribute to Prohibited Conduct are not tolerated.
- Ensure that appropriate steps are followed when Prohibited Conduct is reported.
- Protect the rights of the Reporting Party, the Accused Party, and other parties involved in or affected by Prohibited Conduct.

How do procedures differ in Madrid?

SLU-Madrid is an institution of higher education located in Spain; as such, all members of its community—students (including U.S. citizens), faculty, staff, and third parties—are subject to the laws of Spain.

Reporting Contacts in Madrid are members of the Student Life staff and the Counseling Center; as in St. Louis, they are trained to receive reports of Prohibited Conduct, to provide options and alternatives, to aid in making informed decisions as to course of action, and to enable the Reporting Party to follow through on that decision. SLU-Madrid does not have the equivalent to the Department of Public Safety and Emergency Preparedness (DPSEP). The St. Louis Metropolitan Police Department has no jurisdiction in Spain.

SLU-Madrid's resource that affords complete confidentiality is its Counseling Services on Campus, staffed by licensed counselors and psychologists, who can provide the Reporting Party with additional reporting options and available resources. An additional resource that affords complete confidentiality are counseling services available to students via a private counseling clinic, Sinews Multilingual Therapy Institute, where students can receive both consultation and treatment if necessary. Sinews MTI also responds to any counseling emergency twenty-four hours a day through the SLU-Madrid Counseling Emergency Number.

SLU-Madrid's Response Protocol for reports of Prohibited Conduct follows the steps outlined in the SLU-St. Louis Campus Sexual Misconduct policy. It should be noted, however, that Reporting Contacts in Madrid may not report the name of the Reporting Party to SLU's DPSEP; privacy and data-protection laws prohibit such reporting. In its annual crime statistics report submitted to the University, SLU-Madrid reports statistics only for crimes that take place on campus, no names. Incidents of crime, including Prohibited Conduct, that take place off campus are not reported.

Reporting Contacts will assist a Reporting Party, upon request, in filing a criminal report (*denuncia*) with local police authorities. Reporting Contacts will also coordinate with on-call emergency counselors and other advocacy groups available in Madrid, including the Reporting Party's Embassy or Consulate, if the Reporting Party is not a citizen of Spain.

The Response Protocol follows those outlined in the SLU-St. Louis Campus Sexual Misconduct Policy; however, notice, investigation, processing of discipline, hearing procedures, and sanctions followed are those outlined in the SLU-Madrid Code of Conduct.

What is Title IX?

Title IX is a comprehensive U.S. law, regulated by the Department of Education, that prohibits discrimination on the basis of sex in any U.S. federally funded education program or activity. Examples of the types of discrimination that are covered under Title IX include sexual harassment, the failure to provide equal

opportunity in athletics, and discrimination based on pregnancy. Saint Louis University must comply with Title IX.

Spain has its own anti-discrimination laws. SLU-Madrid, as part of Saint Louis University, makes every effort to comply with U.S. federal regulations, and as an institution of higher education located in Spain, it must comply as well with Spain's laws. Members of the SLU-Madrid community—its students (including U.S. citizens), faculty, staff, and third parties are also subject to these laws.

Overview of the Response Protocol

Saint Louis University's Response Protocol for Prohibited Conduct complaints will be prompt and equitable and conducted. Mediation is not appropriate for sexual assault cases. Pursuant to this Policy, the Student Life Office will investigate all complaints of Prohibited Conduct. The investigation will include a review of statements obtained from both the Reporting Party and the Accused Party, interviews with both parties, interviews with witnesses as appropriate, and review of relevant documentation and physical evidence. Except in extraordinary circumstances, the University will conclude its Response Protocol and investigation within sixty to ninety (60-90) calendar days following receipt of a complaint. Both the Reporting Party and the Accused Party will be provided written notification of the outcome of the investigation and a thorough explanation of the procedures to be followed during the course of the Response Protocol. The procedures will follow those that are set forth in the SLU-Madrid Campus' Student Code of Conduct, but to the extent that anything set out in those sections is inconsistent with this Policy, the process set out in this Policy shall apply. These procedures include:

A. Both parties will be advised that the resources are available.

B. The Director of Student Life, or designee (who can be an individual designated by the University, rather than an administrator) will act as the case Hearing Officer for all Prohibited Conduct cases. The case Hearing Officer role is to ensure compliance with the Code of Student Conduct, initiate the Response Protocol, as appropriate, and facilitate the process—before, during, and after—the hearing. The case Hearing Officer will be responsible for working with SLU's Title IX investigator and parties to compile information to be presented and arranging for any witnesses to be available to provide information during the University's hearing process.

C. It is the University's responsibility to conduct a thorough, fair, and impartial investigation. To avoid any actual or perceived conflict or bias, a separate staff member from SLU-St. Louis campus will investigate all complaints of Prohibited Conduct. The investigator will be responsible for interviewing the Reporting Party and the Accused Party, interviewing witnesses, collecting relevant documentation and physical evidence, creating a timeline, and preparing a written report to be provided for consideration in the hearing. The investigator will also be prepared to be called as a witness during the hearing.

D. The Director of Student Life or his or her designee may issue a written "no contact" order to all parties identified in a Prohibited Conduct complaint. The Director of Student Life will also consider additional interim measures that may be appropriate including, but are not limited to, counseling, academic assistance, and alternative housing.

E. All Prohibited Conduct cases will go before SLU-Madrid staff trained to treat Prohibited Conduct cases.

F. All parties will be treated equitably during the process and the process will follow the same procedures established for the disciplinary cases in the SLU-Madrid Student Code of Conduct.

Confidentiality and Non-Retaliation Statement

The University will treat information that it receives in a manner that respects both the Reporting Party and the Accused Party. Recognizing that Prohibited Conduct can include criminal acts that violate the security of the entire campus community, there may be instances where the University has a responsibility to investigate or disclose information regarding the circumstances related to a specific incident. Campus and Reporting Party safety considerations will be balanced with the privacy interests of all involved, as well as the applicable legal requirements, when making decisions regarding such investigations and disclosures.

The University's ability to act to protect the interests of the Reporting Party and others is limited by the information provided to it. The University's ability to respond to a report of Prohibited Conduct may be limited if the Reporting Party insists that his or her name, or other identifiable information not be disclosed. The University will evaluate a request for anonymity in the context of its responsibility to provide a safe and non-discriminatory environment for the campus community. Additionally, while the Reporting Party is under no obligation to reveal the identity of the Accused Party, the Reporting Party will be encouraged to do so in the interest of protecting all members of the University community and preventing future incidents of Prohibited Conduct.

The University seeks to respect the privacy of all parties.

The University will not tolerate retaliation against any student, faculty member, staff member or third party who makes a report of Prohibited Conduct, participates in an investigation related to a report of Prohibited Conduct, or participates in a hearing or appeal process related to a report of Prohibited Conduct. Examples of retaliation include, but are not limited to, intimidation, threats, stalking, coercion, or discrimination because of a person's complaint or participation in an investigation, hearing, or appeal. Any allegations of retaliation should be reported to the designated Reporting Contacts and may be subject to the same investigation, hearing, and appeal process as set forth above.

SLU-Madrid Campus Resources

24/7 Emergency Counseling Number

+ 34 609 269 323 (On-call Therapist)

24/7 Student Life Emergency Number

+ 34 638 763 758 (Answered by the Director of Student Life : Marta Maruri,)

SLU Madrid Counseling Services

Counselors: Laurie Mazzuca, Ph.D./ Paloma Gómez de Salazar

Email: counselingcenter-madrid@slu.edu

91 554 5858, extension - 230

Campus Chaplain

Father James O'Leary SJ

Email: james.oleary@slu.edu

91 554 5858, extension - 279

Off Campus Resources

SINEWS Multilingual Therapy Institute (Psychiatrist/Psychologists)

C/ Zurbano 34, 28010 Madrid

Mon-Fri: 9.00 am to 9.30 pm; Sat 9.30 am-2.30pm

Telephone number: +34 91 700 1979

SPANISH RESOURCES

TELÉFONO DE EMERGENCIA (EMERGENCY TELEPHONE): 112

TELÉFONO DE EMERGENCIA PARA MUJERES MALTRATADAS: 016

INSTITUTO DE LA MUJER: +34 900 19 1010

**INFORMACIÓN Y ASISTENCIA A MUJERES VÍCTIMAS DE
AGRESIONES SEXUALES**

Asociación de Asistencia a Mujeres Violadas

C/ O'Donnell, 42

28009 MADRID

+ 34 91 574 0110

UNIDAD PSICOSOCIAL

Dirección General de la Mujer

C/ O'Donnell, 42

28009 MADRID

+ 34 91 573 0722

+34 91 409 1068

SERVICIO DE ATENCIÓN SOCIAL A LA MUJER Y COOPERACIÓN

Dirección General de la Mujer

C/ Alcalá 257

28027 MADRID

+34 91 720 6223/24

SERVICIO DE ORIENTACIÓN JURÍDICA

Dirección General de la Mujer

C/ Gran Vía, 12-1ª planta

28013 MADRID

+34 91 420 8593

CENTRO DE INFORMACIÓN DE LOS DERECHOS DE LA MUJER

Instituto de la Mujer. (Mª de Trabajo y A. Sociales)

C/ Génova, 11-1º dcha

28004 MADRID

+34 91 700 1910

SPANISH LOCAL POLICE AUTHORITIES

SERVICIO DE ATENCIÓN A LA VÍCTIMA (SAVD)

C/ Virgen del Lluc, 103, esquina C/ Boldano

28027 MADRID

24 horas

+ 34 900 222 100

SERVICIO DE ATENCIÓN A LA MUJER (SAM)

Comisaría de Policía

Avda. Doctor Federico Rubio y Gali, 55

28012 MADRID

+34 91 322 3421

REVISED: August 24, 2018