The Title IX Sexual Harassment Policy provides that:

1. The Complainant and the Respondent have the opportunity to attend a hearing before a trained hearing panel for matters that fall under the Title IX Sexual Harassment Policy and to attend a hearing meeting with the Hearing Officer for matters that fall under the Student Handbook.

2. The Complainant and the Respondent each have the opportunity to choose an advisor of their choice. If they do not have any advisor, a trained member of the SLU community will serve in the role of advisor for them. The advisor may be present at all meetings and hearings; however the advisor is there to consult and advise the party and may not speak on their behalf.

3. All matters at the University are determined under the preponderance of the evidence standard, which is more likely than not that violation of University policy occurred.

4. The Complainant and the Respondent will be notified simultaneously in writing of the outcome of any disciplinary proceeding; and

5. The Complainant and the Respondent each have the right to appeal an outcome of the hearing process under both the Title IX Sexual Harassment Policy and the Student Handbook. All appeals are due to the Title IX Coordinator for Title IX matters and the Director of the Office of Student Responsibility and Community Standards for matters that fall under the Student Handbook. All appeals to the University are due within three (3) business days. If an appeal is not received the decision made during the hearing process is final. Appeals should consist of a written statement explaining the basis for appeal and include all relevant information as to why the appeal should be denied. A hearing on appeal will be conducted consisting of three (3) faculty or staff members of the SLU community who are trained annually. The Title IX Coordinator will appoint the members of the appeal panel for a Title IX matter and the Director of the Office of Student Responsibility and Community Standards will appoint the members of the appeal panel for a matter that falls under the Student Handbook. Both parties will be notified simultaneously in writing of the final decision of the appeal panel.

The process for resolving reports of alleged violations for students not covered under Title IX Sexual Harassment Policy will be prompt and equitable and conducted with the oversight of the University’s Community Standards process and the Director, or designee, of the Office of Student Responsibility and Community Standards. These procedures apply to all forms of sexual and gender-based harassment and violence, intimate partner violence, stalking, and retaliation by or against Students for conduct that does not fall under the scope of the SLU Title IX Sexual Harassment policy.
Confidential Support Services
Some people at SLU can share information without triggering a report or an investigation. The following are on-campus confidential resources:
- University Counseling Center (students) 314.977.8255
- Student Health Center (students) 314.977.2323
- SSU SLU Hospital 314.577.8000
- Employees can speak to someone confidentially via the Employee Assistance Program (EAP). Employees and their family members can access professional licensed counselors through ComPsych on confidential and cost-free basis.
- Employee Assistance Program (employees) 800.859.9319
- When you call, your call is confidential. We will not share any personal or confidential information unless you authorize us to do so.

Involvement of Law Enforcement
Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the complainant’s choice whether or not to make such a report and they have the right to decline involvement with the police. To report an incident involving a sexual assault, domestic violence, stalking, and dating violence, to contact the St. Louis Metropolitan Police Department by calling 314.231.1212 or in person at 919 North Jefferson Street. If you need assistance notifying the police department, please contact the DPS or the Title IX office and they will assist you with contacting the appropriate law enforcement agency.

Available Accommodations and Protective Measures
Upon notification of an incident of sexual harassment, regardless of whether the experienced sexual harassment at SLU, the University has a responsibility to provide a safe environment for the whole campus community, in all aspects of campus community with the complainant and keep them informed of the University’s course of action.

Saint Louis University Will Conduct an Adequate, Reliable, and Impartial Investigation
Both parties have the right to be notified of the timeframes for all major stages of the investigation.
- Both parties have the right to provide a witness list and relevant information.
- Both parties have the right to review the entirety of their statement, the investigative report and exhibits, and all relevant information provided to the investigator whether it is included in the final investigative report or not.
- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice. If the university wishes, the student will provide a trained advisor.
- SLU will use the preponderance of evidence as the standard of proving the disciplinary matters.
- You have the right to be notified in writing of the hearing outcome and appeal, including sanctions that directly relate to you.

Saint Louis University Will Conduct an Adequate, Reliable, and Impartial Investigation
Both parties have the right to be notified of the timeframes for all major stages of the investigation.
- Both parties have the right to provide a witness list and relevant information.
- Both parties have the right to review the entirety of their statement, the investigative report and exhibits, and all relevant information provided to the investigator whether it is included in the final investigative report or not.
- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice. If the student wishes, the university will provide a trained advisor.
- SLU must resolve your report based on what university officials believe is more likely than not to have happened based upon an investigation (the standard of proof is called the preponderance of the evidence).
- You have the right to be notified in writing of the hearing outcome and appeal, including sanctions that directly relate to you.

Saint Louis University Will Provide Remedies as Necessary
If a hearing process concludes that sexual harassment created a hostile environment, SLU must take prompt and reasonable effective steps to: end the sexual harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.
- Appropriate remedies will generally include disciplinary action against the perpetrator(s), that may also include remedies to help a student be successful in their living and learning environment (e.g., academic support, retaining a safe environment, restraining orders, that can prevent other students or employees from contacting the complainant/s), or other communications as evidence and keep pertinent acts, attempts or threats to him or her from a family or household member or intimate partner; or from acts of stalking or sexual assault. An OP restrains a person from abusing, stalking, sexually assaulting, or engaging in other activities of violence that constitute Domestic Violence, Dating Violence, or Stalking.
- Restraining Order, an OP carries criminal penalties for violation. An OP is valid in every state and should be upheld by law enforcement. There are two types of an OP: an ex parte order of protection and a full order of protection.

Retaliation
Any student who files a report or who participates in an investigation is strictly prohibited by the university and the law. Anyone has the right to be free from sexual harassment, in any situation, the Complainant, Respondent, and/or other students and employees. SLU will take strong responsive action if retaliation occurs.

Consider seeking medical attention as soon as possible after an incident of sexual assault, dating violence, or domestic violence. If a person has been sexually assaulted, a sexual assault evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.