Members of the SLU community can expect that process to be concluded within ninety (90) days unless there are delays or other circumstances which prolong the matter. Such delays will be communicated to all parties in writing and documented within the investigative report. Examples of delays may be: the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by law enforcement, to accommodate the availability of witnesses or parties to the investigation, or to account for University breaks or vacations.

Investigators and hearing panel members are trained annually on the issues related to sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Investigators have specific training regarding how to conduct an investigation. Hearing officers have specific training regarding how to conduct a hearing process.

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 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, it is possible that there may be no 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 required to either 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 made. The appeal will be determined if the appeal panel consisting of three staff or faculty members of the SLU community who are trained annually. The Title IX Coordinator will appoint the members of the appeal panel for both Title IX matters 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 Standard’s 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.

Policy Information

Title IX Sexual Harassment Policy
https://www.slu.edu/about/safety/sexual-assault-resources/index.php

Student Handbook
https://catalog.slu.edu/student-handbook

Annual Security and Fire Safety Report
https://www.slu.edu/about/safety/crime-information

Available Support Resources-ON CAMPUS

Affirmative Action
Office of Institutional Equity and Diversity
Duplo Hall, Room 36
314.977.3838

Campus Ministry
SLU Campus Ministry
314.977.2425

Counseling/Mental Health Services
University Counseling Center, Wuller Hall, 2nd Floor
314.977.8255

Dean of Students
SLU Dean of Students
314.977.9378

Gender-based Violence-SLU Student Government Assembly
Assembly for Sexual Assault prevention (ASAP)
ASAP@slu.edu

Health Services
Student Health Services, Marchetti Towers East
314.977.2323

Housing
SLU Housing and Residence Life
314.977.2811

Human Resources (Employees Only)
Wool Center, First Floor
314.977.8589

SLU Employee Assistance Program (EAP) 1.800.859.9319 (24 hrs.)

Hotline
SLU Confidential Reporting Hotline
377.525-5650

Legal Assistance
Refer to Off Campus Resources

Public Safety
SLU Department of Public Safety
314.977.3000

Student Financial Aid
Student Financial Services, DuBourg Hall, Rm 121
314.977.2359

Title IX
anna.kratky@slu.edu
314.977.3866 (Office)
314.580.8730 (after hours)

Victim Advocacy
Refer to Off Campus Resources

Visa and Immigration Services
Office of International Services, Des Peres Hall, Rm 102
314.977.2318

Available Support Resources-OFF CAMPUS

Counseling/Mental Health Services
- University Behavioral Health
314.251.4845
- St. Anthony’s Behavioral Health
314.525.4400
- St. Mary’s Behavioral Health
314.344.6700
- CenterPointe Hospital
1.800.345.5407

Health Services (SANE* nurse available)
SLU Hospital
314.577.8000
- St. Mary’s Hospital
314.768.8000
- Barnes Jewish Hospital
314.747.3000
- MO Baptist Hospital
314.996.5000
- Mercy Hospital
314.251.8485

Law Enforcement/Public Safety
St. Louis Metropolitan Police Department
314.231.1212 or 911

Student Financial Aid
Department of Education
https://studentaid.gov/oa

Victim Advocacy
Safe Connections-Counseling and Support Services
314.646.7500
Safe Connections-Crisis Hotline
314.531.2003
Sexual Assault Response Team
314.531.7273 (24 h)

Crime Victims Advocacy Center
314.664.6699

Bridgeway Sexual Assault Center
636.946.6854

LGBT Counseling-St. Louis
314.602.5534

STL Metro Area Trans Umbrella Group
www.stlmetrotrans.org

STL Queer+ Support Hotline
314.380.7774

Pride Center of STL
314.762.1173

Growing American Youth
314.669.5428

Adult Abuse Office (Order of Protections)
314.622.3788

Kathy J. Weinman Shelter
314.423.1117

Visa and Immigration Services
ISICS Office
1.800.375.5283

* SANE nurses have received specialized training to conduct sexual assault evidentiary exams for rape victims.

Additional resources available to persons who report being a victim of a sexual assault, domestic violence, dating violence, or stalking, include:

- http://www.rain.org-Rape, Abuse, and Incest National Network
- http://www.ovw.usdoj.gov/sexualassault.htm -Department of Justice
- http://www2.ed.gov/about/offices/list/ocr/index.html

SLU will provide students and employees with written notification of victim services that are available within the institution and the community

Know Your Rights
Sexual Assault & Relationship Violence
2021-2022

Saint Louis University (SLU) prohibits discrimination on the basis of sex in its educational programs and activities and promotes a living and learning environment inclusive of all persons. SLU is committed to protecting the dignity of each person and all policies, practices, and procedures are administered in a manner consistent with our Catholic Jesuit identity.

Under the federal law of Title IX and SLU’s Title IX Sexual Harassment Policy (Title IX Policy) the following forms of sex discrimination are prohibited: sexual harassment; sexual assault, dating violence, domestic violence, and stalking. You are responsible for reporting sexual assault in this pamphlet whether it occurred on or off campus or because you would like more information about your rights, options, resources at SLU.

As a complainant of sexual harassment, sexual assault, dating violence, domestic violence or stalking, you will receive a full copy of our institution’s Title IX Policy. In accordance with the Title IX Policy, SLU will:

- be sensitive to those who are reporting sexual harassment, sexual assault, dating violence, domestic violence, and stalking;
- inform you of your right to seek criminal charges;
- offer supportive measures such as: a No Contact Order between parties, temporary or permanent changes to housing arrangements, academic accommodations, transportation, counseling services, and working conditions, if reasonably available.

The Title IX Policy also addresses possible interim and protective measures available, as well as disciplinary sanctions if a final determination of responsibility is made at the conclusion of the grievance process. If you would like more information that what is contained in this pamphlet or if you would like to make a report, please contact the Title IX Coordinator Anna Kratky at 314.977.3866 (office) 314.580.8730 (after hours) anna.kratky@slu.edu room 36 of DuBourg Hall.

SLU prohibits discrimination on the basis of sex and promotes living and learning environment inclusive of all persons. SLU is committed to protecting the dignity of each person and all policies, practices, and procedures are administered in a manner consistent with our Catholic Jesuit identity.

Reporting Incidents of Sexual Misconduct

Victims of sexual harassment are encouraged to report crimes to the following departments:

- Department of Public Safety (DPS) at 314.977.3000
- St. Louis Metropolitan Police Department at 314.231.1212
- SLU Coordinator at 314.977.3866 (O) or 314.580.8730 (C)
Confidential Support Services

Some people at SLU are under the impression that not writing a report or an investigation is occurring. The following are on-campus resources that you can use:

University Counseling Center (students) 314.977.8255
Student Health Center (students) 314.977.2323
SSS SLU Hospital 314.577.8000

Employees can speak to someone confidentially via the Employee Assistance Program (EAP). Employee and their family members can access professional licensed counselors through ComPsych on a confidential and cost-free basis.

Employee Assistance Program (employees) 800.859.9319

When the response is to an EAP, they will be referring confidential resources listed in this brochure, learn about sexual harassment involving students or employees, they have an obligation to report it to the Title IX Coordinator.

Even if you do not seek out a confidential resource or ask for privacy, SLU will only disclose information to individuals who are responsible for handling an investigative report, such as law enforcement, the complainant and keep them informed of the University’s course of action.

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 self-report involvement with the police. To report an incident involving a sexual assault, domestic violence, stalking, and dating violence, to the Saint 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 call 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 sex harassment, regardless where the offense occurred, SLU will offer supportive measures, if reasonably available, that the student or employee, a Party, in some way, regardless of whether a Formal complaint is initiated including an investigation. Such measures may include academic, living, working, or transportation accommodations, and the possessor of the evidence may be moved forward with an investigation or report the crime to law enforcement. Supportive Measures are tailored to the needs of each Party. Accommodations and protective measures are confidential to the extent they can be provided without impairing the ability for the university to provide the accommodations.

To request changes to academic, living, transportation and/or working situations or protective measures, SLU community members should contact Anna Kratky, Title IX Coordinator, in person by visiting the Duderstadt Hall, room 1010, 1304 S. 12th street, 800-859-9319 (after hours), or via email at anna.kratky@slu.edu. If the complainant wishes to be assisted in requesting these measures, they should contact the Title IX Coordinator.

Saint Louis University Prohibits Retaliation

Retaliation against someone who files a report or who participates in an investigation is strictly prohibited by the university and the law. Retaliation has 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 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.

If you have experienced or been accused of any form of sexual disk, violence, stalking, sexual assault, domestic violence, dating violence, or alcohol while a student or employee at SLU, you have the following rights:

• to receive information about services designed to assist you
• to recover your losses to the extent possible through restitution and a third party’s property that was damaged when it is no longer needed
• to report the crime to the DPS and/or law enforcement
• to be informed of the outcome of any disciplinary proceeding held
• to have the option of changing your academic, and/or living situations, and/or working location, if so requested and if the changes are reasonably available
• to request that the university implement a No contact order with another enrolled student or to impose a Ban from Campus if the evidently violated, the university will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and may impose sanctions if the respondent is found responsible for violating the no contact order.

If you have Experienced Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking

Consider seeking medical attention as soon as possible after an incident of sexual assault, dating violence, or domestic violence. If a person who has experienced a sexual assault does not opt for a forensic examination, the perpetrator may still injure the victim and take steps to address concerns of pregnancy and/or sexually transmitted infections.

It is important that a victim of sexual assault bathe, douche, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours. It is also important that you save text messages, instant messages, social networking pages, or other communications as evidence and keep pictures, videos, or copies of documents that could be used to university adjudicators/investigators or the local police during their investigation. This evidence may be helpful in obtaining a protection order and by preserving evidence.

Institution’s Responsibilities for Orders of Protection, No Contact or Restraining Orders or Similar Laws

Under Missouri law, a person may seek an Order of Protection (OP) from acts, attempts o threaten to harm or 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, sexual assault, or sexual harassment. 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:

• An ex parte order of protection is issued by the court before the person against whom the order has directed notice of the order or an opportunity to be heard in court. It is temporary order.

• A full order of protection is issued after a hearing on the record where the court determines that the order is or is not justified. If the recipient receives notice of the proceedings and has had a opportunity to be heard. DPS will help put victims interested in pursuing an OP in contact with local officials. Any student or employee who obtains such an Order of Protection must ensure the person against whom the order is directed receives a copy to DPS or relevant offices on campus such as the Office of Institutional Life or Diversity or Student Responsibilities and Community Standards.

The university may issue an institutional “No Contact” directive, if deemed appropriate, at the request of any student. If the university receives a report that an institutional no contact order has been violated, the university will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and may impose sanctions if the respondent is found responsible for violating the no contact order.

Disciplinary Procedures Following a Complaint

Whether or not criminal charges are filed or the incident occurred on or off-campus, an individual or the University may initiate a grievance procedure. Whether the grievance process falls with the scope of the Title IX Sexual Harassment Policy or the Student Handbook, will depend on the nature and location of the allegations. All reports made to DPS will automatically be referred to the Title IX Coordinator for further follow-up and assistance to the person who made the report.

The grievance process, including the investigation, hearing and any appeals, is a separate legal proceeding (as set forth in the Title IX Sexual Harassment Policy and Student Handbook).