

# FURMAN

## UNIVERSITY



## Title IX

### Gender Discrimination, Sexual Harassment & Sexual Misconduct

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# Title IX

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Gender Discrimination,  
Sexual Harassment & Sexual Misconduct



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# Sexual Misconduct

## NOTICE OF NONDISCRIMINATION

Furman University does not unlawfully discriminate on the basis of race, color, national origin, sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, veteran status, or any other characteristic or status protected by applicable local, state, or federal law in admission, treatment, or access to, or employment in, its programs and activities. Inquiries about Title IX may be referred to Furman's Title IX Coordinator, the U.S. Department of Education's Office for Civil Right, or both. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to [www.furman.edu/titleix](http://www.furman.edu/titleix).

## WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance."

## SEXUAL MISCONDUCT IS PROHIBITED

Furman University is a community committed to the goal of educating individuals to become responsible citizens and leaders in the human community. The university aims to develop individual excellence and to prepare students for life after college. Therefore, Furman University is committed to a campus environment that will neither tolerate nor condone sexual harassment, gender discrimination or sexual misconduct.

"Sexual Misconduct" means an act or conduct of a sexual nature perpetrated against an individual without consent. Sexual misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by and against people of any gender, and it can occur between people of the same or different sex. The university encourages the reporting of all sexual misconduct. Sexual misconduct includes but is not limited to the following:

- Sexual Harassment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Exploitation
- Sexual Intimidation
- Unwelcome Sexual Conduct

# Consent

Consent is knowing, voluntary, and clear permission by word or action to engage in sexual activity. Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be confirmed by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions. Reasonable reciprocation can establish consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to be kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be respected. If a sexual partner shares the clear expectation for the use of a condom and that expectation is not honored, the failure to use a condom or removing a condom can be considered an act of sexual assault.

Proof of consent or non-consent is not a burden placed on either party involved in a Complaint. Instead, the burden remains on Furman to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Going beyond the boundaries of consent is prohibited. Thus, unless a sexual partner has consented to slapping, hitting, hair pulling, strangulation, or other physical roughness during otherwise consensual sex, those acts may constitute dating violence or sexual assault. Consent may never be given by minors, even if the other participant did not know the minor's age; mentally disabled persons, if their disability was reasonably knowable to a sexual partner who is not mentally disabled; or persons who are Incapacitated. The use of alcohol or drugs does not diminish one's responsibility to obtain Consent and does not excuse conduct that constitutes Sexual Misconduct.

# Sexual Harassment

## SEXUAL HARASSMENT

Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- Quid Pro Quo Sexual Harassment - means the conditioning by a University employee of the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.
- Hostile Environment Sexual Harassment - means unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity.
- Sexual Assault,
- Dating Violence,
- Domestic Violence,
- Stalking

## SEXUAL ASSAULT

Sexual Assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Those offenses include the following:

- Forcible sex offense: any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent. These offenses include forcible rape, forcible sodomy, sexual assault with an object and forcible fondling.
- Nonforcible sex offense: unlawful, nonforcible sexual intercourse. These offenses include incest and statutory rape.

### ACQUAINTANCE RAPE

Acquaintance rape is the most prevalent form of rape on college campuses.

Over 90% of campus rapes are committed by dates, friends, acquaintances, or friends of friends. Regardless of the relationship, if a person uses coercion or force to accomplish a sexual act, it is rape. The same criminal laws and university sanctions apply in cases of acquaintance rape as in cases of stranger rape. Many complainants mistakenly believe they are to blame because they agreed to meet their assailant at a party, accept a ride, flirt, stop for a casual conversation, or allow the assailant into their residence. Rape is never an excusable behavior. It is important to remember that regardless of the relationship, the rapist, not the victim, is responsible.

## **DATING VIOLENCE**

Dating Violence means violence committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence of such a relationship shall be determined based on a consideration of the following factors: (A) the length of the relationship; (B) the type of relationship; and (C) the frequency of interaction between the persons involved in the relationship.

## **DOMESTIC VIOLENCE**

Domestic Violence means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. Domestic violence includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technical abuse that may or may not constitute criminal behavior.

## **SEXUAL EXPLOITATION**

Sexual Exploitation means any act of taking non-consensual, unjust or abusive sexual advantage of another person for one's own advantage or benefit or to benefit or advantage anyone other than the person being exploited. Sexual Exploitation includes, but is not limited to:

- Causing or attempting to cause another person to be incapacitated in order to gain a sexual advantage over such person;
- Prostituting another person (i.e., promoting the sexual activities of another for anything of value (e.g., money, privilege, or power));
- Non-Consensual videotaping, photographing, or audio-taping of sexual activity and/or distribution of private sexual activity or a person's intimate parts (including genitalia, groin, breast or buttocks) without consent via media such as, but not limited to, the Internet;
- Exceeding the boundaries of Consent (e.g., allowing another person to observe Consensual sex without the knowledge of or Consent from all participants);
- Voyeurism; and
- Knowingly or recklessly transmitting a sexually transmitted disease (including HIV) to another individual.

### **NON-CONSENSUAL RECORDING**

Non-consensual recording of sexual activity or sharing a recording of sexual activity without consent is both a violation of Furman's policy and is a crime.

# Sexual Harassment (cont'd)

## SEXUAL INTIMIDATION

Sexual Intimidation includes but is not limited to:

- Threatening, expressly or impliedly, to commit a sexual act upon another person without his or her Consent, and
- Engaging in indecent exposure (intentionally exposing one's sexual organs in public) with the intention of alarming, distressing, and/or offending others.

## STALKING

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for their own safety or the safety of others; or (ii) suffer substantial emotional distress.

## UNWELCOME SEXUAL CONDUCT

Unwelcome Sexual Conduct means unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, graphic, or physical conduct of a sexual nature when (i) such conduct does not constitute Sexual Harassment and (ii) either **(1)** or **(2)** below applies:

**(1)** Submission to, consent to, or rejection of the behavior carries or is reasonably believed to carry consequences for the individual's education, employment, on-campus living environment, or participation in a University activity. See Furman's Sexual Misconduct Policy for examples.

**(2)** The behavior is both (i) severe, persistent, or pervasive and (ii) objectively offensive, such that it unreasonably limits or interferes with the individual's ability to participate in or benefit from the University's education, on-campus living, or employment programs or activities by creating an intimidating, hostile, offensive, or demeaning environment. Whether the conduct creates an intimidating, hostile, offensive, or demeaning environment may depend on a variety of factors, including: the degree to which the conduct affected the education or employment of another person; the type, frequency and duration of the conduct; the relationship between the parties; the number of people involved; and the context in which the conduct occurred. The more severe the conduct, the less need there is to show a repeated pattern of conduct. See Furman's Sexual Misconduct Policy for examples.

# What to do if you've been assaulted

## ENSURE YOUR PHYSICAL SAFETY

You may seek help from local law enforcement agencies or from the Furman University Police Department. The Furman University Police Department also can assist you with contacting local law enforcement and can help you obtain transportation to the local law enforcement office. The police are on duty at the Furman University Police Department 24 hours a day, seven days a week.

## SEEK MEDICAL ASSISTANCE AND TREATMENT

Local options for medical care include Earle Student Health Center, North Greenville Hospital, Greer Memorial Hospital, St. Francis Hospital, and Greenville Memorial Hospital. It is crucial that you obtain medical attention as soon as possible after a sexual assault to determine the extent of physical injury and to prevent or treat sexually transmitted diseases (such as HIV).

The staff at Earle Student Health Center can help you obtain transportation to North Greenville Hospital, Greenville Memorial Hospital, or St. Francis Hospital and can help you contact a support person, such as a family member, a friend, or a roommate.

If you choose to have an evidence collection kit (or “rape kit”) completed, it is important to do so as soon as possible. These kits generally can be completed up to 120 hours after an assault. Even if you have not decided whether to file charges, it is advisable to have the evidence collection kit completed so that you can better preserve the option of filing criminal charges at a later date. The evidence can be collected confidentially with an anonymous kit until you choose whether to report. The kit is paid for by the state, and no bill should be sent to you or your parents. ***St. Francis Hospital, North Greenville Hospital, Greenville Memorial Hospital, and Greer Memorial Hospital administer evidence collection kits.*** Support and advocacy will be provided through the Julie Valentine Center, Greenville County’s rape crisis center.

## PRESERVE THE EVIDENCE

In order to best preserve evidence for an evidence collection kit, it is advisable to avoid showering, bathing, going to the bathroom, or brushing your teeth before the kit is completed. You should also wear (or take with you in a paper – not plastic – bag) to the hospital the same clothing that you were wearing during the assault. An evidence collection kit can still be completed even if you have showered or bathed. Also, don’t clean up or move items located where the assault occurred. Write down as many details as possible.

# What to do if you've been assaulted (cont'd)

## **OBTAIN EMOTIONAL SUPPORT**

The Trone Center for Mental Fitness can help students who experience sexual misconduct sort through their feelings and begin the recovery process. The professionals at the TCMF are trained to provide crisis intervention on short-term and emergency issues. The TCMF can also provide referral services for outside providers and law enforcement. Counseling is free of charge to all undergraduate students. In some instances, the law may require the disclosure of information shared by students with counselors. However, absent a legal mandate to the contrary, counseling services are strictly confidential, are not part of students' university records, and will not be reported to other university personnel. Students, faculty, and staff may also contact the Julie Valentine Center for emotional support and advocacy.

*Faculty and staff may contact the Employee Assistance Program to obtain emotional support (available at 800.854.1446).*

## **OBTAIN INFORMATION/REPORT MISCONDUCT**

You are encouraged to report incidents of any sexual misconduct, including sexual assault, to the university's Title IX coordinator (even if you have filed a report directly with law enforcement). The Title IX coordinator can help you access resources (including free options for legal counsel, if requested) and can provide you with support and information, including information on the university's procedures for investigating and addressing instances of sexual assault.

*[furman.edu/TitleIX](http://furman.edu/TitleIX)*



# Reporting

## REPORTING TO FURMAN UNIVERSITY POLICE

Individuals may file a complaint directly with the Furman University Police Department, 24 hours a day, seven days a week (available by phone at 864.294.2111 and located in Estridge Commons).

Individuals may inform the Furman Police about sexual misconduct and discuss the matter with an officer without making a formal criminal complaint (or a university complaint). Individuals who make a criminal complaint may also choose to pursue a university complaint simultaneously.

***A criminal investigation into the matter does not preclude the university from conducting its own investigation.*** However, the university's investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the university may take interim measures when necessary to protect the alleged victim and the university community.

## REPORTING CONCERNS TO UNIVERSITY ADMINISTRATION

Any student or employee may file a complaint against other students or faculty and staff of the university. Students and faculty and staff of the university may also report concerns about individuals not enrolled at or employed by the university if the conduct giving rise to the complaint is related to the university's academic, educational, athletic, or extracurricular programs or activities. Finally, individuals who are not enrolled at or employed by the university may file a complaint against students or faculty and staff of the university if the conduct giving rise to the complaint is related to the university's academic, educational, athletic, or extracurricular programs or activities.

***Concerns may be reported to any of the following individuals or offices:***

- Title IX Coordinator
- Deputy Title IX Coordinators
- Furman University Police

# Reporting (cont'd)

## STRICTLY CONFIDENTIAL RESOURCES

For confidential support, students may seek out licensed counselors in the Counseling Center, pastoral counselors in the Office of Spiritual Life or medical professionals in Earle Student Health Center. Additionally, the following individuals have been designated as confidential resources for students:

- Judy Bagley, Director of the Student Office for Accessibility Resources
- Dr. Franklin Ellis, Associate Dean and Director of the Center for Inclusive Communities
- Dr. Scott Henderson, Professor of Education

Faculty and staff may speak confidentially with pastoral counselors in the Office of Spiritual Life, medical professionals in the wellness clinic, or with the ombudspersons.

Finally, Title IX Peer Liaisons are students who have been trained on options, supportive measures, and resources. They also are available as confidential resources for students.

Individuals may also file *anonymous reports* by calling the Campus Conduct Hotline at **866.943.5787**. Individuals who choose to file anonymous reports are advised that it may be very difficult for the university to follow up or take action on anonymous reports, where corroborating information is limited.



## MANDATED REPORTERS

A mandated reporter is an employee of the university who has the obligation to report to the Title IX coordinator any complaints or allegations of sexual misconduct of which he or she becomes aware while he or she is serving in one of the capacities listed below. Strictly confidential resources are not mandated reporters.

### *The following individuals are the university's mandated reporters:*

- All vice presidents, associate vice presidents, assistant vice presidents, provosts, associate provosts, deans, associate and assistant deans, department chairs, directors, coaches and assistant coaches;
- All deputy Title IX coordinators;
- All Human Resources staff;
- All Student Life staff, including, resident assistants (RAs) and first-year advisors (FRADs);
- All faculty and staff serving in a supervisory or management role (including, for purposes of clarity, all employees who supervise activities or programs that involve direct contact with students, such as advisors to recognized student organizations);
- All members of the faculty; and
- All Furman University police officers and contracted security personnel.

## RETALIATION

Retaliation against any person for filing, supporting, or providing information in good faith in connection with a complaint of sexual misconduct is strictly prohibited. Violations of this prohibition will be addressed through the sexual misconduct policy and/or other university disciplinary procedures, as deemed appropriate in the university's discretion. Any person who feels that he or she has been subjected to retaliation should make a report to the Title IX coordinator.

# Resolution and Support

## WHAT HAPPENS AFTER I REPORT?

When someone reports concerns about Sexual Misconduct to the Title IX Coordinator, the university will provide information about all options, which may include a formal grievance (disciplinary) process, reporting to the police, participating in an alternative resolution process, receiving supportive measures or a combination of those options. Furman generally will only proceed with a formal grievance process if the Complainant files a complaint requesting that the university initiate that process or if the Title IX Coordinator determines that the nature of the report compels the university to initiate that process for the safety of the university community. The university will offer supportive measures, regardless of whether the reporting party (called the “complainant”) initiates a formal grievance process.

Supportive measures may include counseling services, extensions of deadlines or other course-related adjustments (such as rescheduling class work, assignments, and examinations; arranging for a party to withdraw from or take an incomplete in a course without penalty; or arranging for alternative course completion options), academic support services, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties (i.e., no-contact orders), changes in work or housing locations, leaves of absence, and increased security and monitoring of certain areas of the campus.

Sexual Harassment (including *quid pro quo* harassment, hostile environment harassment, sexual assault, stalking, dating violence or domestic violence) that occurs within Furman’s education program or activity and against a person in the United States may violate Title IX. Furman’s Sexual Misconduct Policy delineates two separate grievance processes, one for Title IX Sexual Misconduct and one for Non-Title IX Sexual Misconduct. When a complainant decides to move forward with the formal grievance process, the university will determine, based on the information reported, which grievance process applies. The Title IX Coordinator will then appoint two impartial investigators, who will interview the parties and witnesses and will gather evidence related to the allegations in the complaint. A hearing board will review the evidence, hear from parties and witnesses and will determine whether the evidence shows it is more likely than not that the respondent violated the Sexual Misconduct Policy.

## AMNESTY

The University considers the reporting and adjudication of Sexual Misconduct to be of paramount importance. The University does not condone underage drinking or use of illegal drugs; however, the University may extend amnesty from punitive sanctioning for the illegal use of drugs and/or alcohol to Complainants, witnesses, others involved in the grievance procedures set forth in this Policy, and those assisting a potential victim of Sexual Misconduct when evidence of such use is discovered or submitted as part of the grievance procedures set forth in this Policy or while individuals are assisting a potential victim. Similarly, the University may, in its discretion, provide amnesty for other minor conduct code violations that are discovered in connection with the grievance procedures set forth in this Policy.

## SUPPORT FOR RESPONDENTS

Being accused of sexual misconduct, including sexual harassment or sexual assault, can be a worrisome and confusing experience. There are campus resources available to answer your questions and offer you support throughout the investigation process. Those accused of sexual misconduct can find support through counseling, student success advocates in student life and other services. Please ask the Title IX Coordinator or a Title IX Deputy if you are unsure of where to find the support you need.

## POLICIES AND DISCIPLINARY PROCEDURES

- We will investigate sexual misconduct complaints in a timely, fair and impartial manner.
- Investigations will be conducted by trained university officials and/or by external investigators.
- We will take steps to prevent the recurrence of any harassment and to correct its discriminatory effects on the complainant and others.
- Both the complainant and respondent can identify witnesses and provide evidence during the university's investigation.
- The time frame for an investigation will typically take up to 90 days, unless the matter is particularly complicated.
- Trained hearing boards will be used during a formal resolution.
- Both the complainant and respondent will be notified of the outcome of a complaint.
- The investigation, hearing and appeal processes will be explained to both the complainant and respondent.



# Resolution and Support (cont'd)

*All cases will be handled with care, compassion and concern for all involved.*

*All parties (complainant and respondent) to a formal investigation are entitled to the same rights, including, but not limited to:*

- The right to be treated with respect and dignity.
- The right to a fair, thorough, and impartial investigation.
- The right to have an advisor present to support and assist them throughout the process. Advisors may be friends, victim advocates, lawyers, or others.
- The right to consult with their advisor during meetings, provided that such consultation is not disruptive.
- The right to access campus support services, such as academic support services, counseling, student success coordinators and the Earle Student Health Center.
- The right to notification, in writing, of the outcome of the investigation.
- The right to appeal a hearing board's decision if previously unavailable evidence could significantly impact the outcome, if procedural errors significantly impacted the outcome of the hearing, or if the outcome was impacted by bias of the Title IX Coordinator, an investigator or a hearing board member.
- The right to appeal a sanction issued for sexual misconduct if the severity of the sanction imposed is incommensurate to the gravity of the sexual misconduct for which the respondent was found responsible.
- The right to be free from retaliation for filing, supporting, or providing information in good faith in connection with a complaint of sexual misconduct.

# Risk Reduction

## **WARNING SIGNS OF ABUSIVE BEHAVIOR**

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe.

*Warning signs of dating and domestic violence include:*

1. Being afraid of your partner.
2. Constantly watching what you say to avoid a “blow up.”
3. Feelings of low self-worth and helplessness about your relationship.
4. Feeling isolated from family or friends because of your relationship.
5. Hiding bruises or other injuries from family or friends.
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
7. Being monitored by your partner at home, work or school.
8. Being forced to do things you don't want to do.

## **HELP REDUCE YOUR RISK AND AVOID POTENTIAL ATTACKS**

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Get help by contacting the Trone Center for Mental Fitness or Earle Student Health Center for support services
2. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
3. Consider making a report with Furman University Police Department and/or the Title IX coordinator and ask for a “no contact” directive from the university to prevent future contact.
4. Consider getting a protective order or restraining order. Safe Harbor can assist you with obtaining a protective order (for an abusive intimate partner), and Furman University Police Department can direct you on obtaining a restraining order.
5. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported. Trust your instincts—if something doesn't feel right in a relationship, speak up or end it.

# Risk Reduction (cont'd)

*No victim is ever to blame for being assaulted or abused. While you can never completely protect yourself from sexual assault there are some things you can do to help reduce your risk of being assaulted.*

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have money for a cab.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting earbuds in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering or party**, go with a group of friends. Arrive together, check in with each other and leave together.
- **Practice safe drinking**. Know your limit. Do not leave any beverages unattended or accept drinks from someone you don't know or trust (this includes non-alcoholic drinks).
- **Have a buddy system**. Don't be afraid to let a friend know if something is making you uncomfortable or if you are worried about you or your friend's safety.
- If someone you don't know or trust asks you to go somewhere alone, let him or her know that you would rather **stay with the group**.

## AT PARTIES

- Be aware of date-rape drugs.
- Try not to leave your drink unattended.
- Only drink from unopened containers or from drinks you have watched being made and poured.
- Avoid group drinks like punch bowls.
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- Keep track of how many drinks you have had.
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take their number instead of giving out yours.
- Be aware that substances like THC can compound the impact of alcohol and may be used to facilitate assault.

*Rape, Abuse, and Incest National Network (RAINN) – available at [www.rainn.org](http://www.rainn.org)*



# Bystander Intervention

To combat sexual assault on campus, the most powerful tool is your conveying your concern. The best way bystanders can assist in creating an empowering climate free of interpersonal violence is to diffuse the problem behaviors before they escalate.

- Educate yourself about interpersonal violence AND share this information with friends.
- Confront friends who make excuses for other people's abusive behavior.
- Speak up against racist, sexist, and homophobic jokes or remarks.

## BYSTANDER INTERVENTION MODEL

Research shows that people are more likely to help others under certain conditions.

- **Notice the Incident.** Bystanders first must notice the incident taking place.
- **Recognize Harm.** Bystanders also need to evaluate the situation to determine whether someone is at risk of being harmed and if someone needs assistance.
- **Decide to Intervene.** Another decision bystanders make is whether they should assume responsibility for giving help. One repeated finding in research studies on helping is that a bystander is less likely to help and decide to intervene if there are other bystanders present. When other bystanders are present, responsibility for helping is diffused. If a lone bystander is present, he or she is more likely to assume responsibility.
- **Step In, Speak Up.** Whether this is to help the person leave the situation, confront a behavior, diffuse a situation, or call for other support/security.

## TIPS FOR INTERVENING

In a situation potentially involving sexual assault, relationship violence, or stalking:

- Approach everyone as a friend
- Do not be antagonistic
- Avoid using violence
- Be honest and direct whenever possible
- Recruit help if necessary
- Keep yourself safe
- If things get out of hand or become too serious, contact the police

# Resources

## TITLE IX INVESTIGATIONS

The Title IX coordinator or a deputy Title IX coordinator will meet with a complainant, will outline the process for filing a complaint, offer supportive measures and resources and explain university procedures. Furman University's Title IX coordinator and deputy coordinators are listed below:

### TITLE IX COORDINATOR

Melissa Nichols ..... 864.294.2221  
*Title IX and ADA/Section 504 Coordinator*

### DEPUTY TITLE IX COORDINATORS

Jason Cassidy ..... 864.294.2093  
*AVP for Student Life & Dean of Students*

Stephanie Boyd ..... 864.294.2292  
*Associate Dean of Student Support & Wellbeing*

Rob Carson ..... 864.294.2467  
*Associate Athletics Director for Academic Success, Diversity, Inclusion & Engagement*

Kristen Davis ..... 864.294.3101  
*Employee Relations Manager*

Jeremy Cass ..... 864.294.2428  
*Dean of Faculty, Professor of Spanish*

## OTHER NON-CONFIDENTIAL RESOURCES FROM WHICH YOU CAN SEEK ASSISTANCE OR REPORT CONCERNS:

Student Life Office

    Vice President ..... 864.294.2202

    AVP & Dean of Students ..... 864.294.2093

Housing & Residence Life ..... 864.294.2092

Human Resources ..... 864.294.2217

University Police Department ..... 864.294.2111

Local Police ..... 911

Campus Conduct Hotline (can report anonymously) ..... 866.943.5787

## FOR CONFIDENTIAL SUPPORT FOR SEXUAL MISCONDUCT, CONTACT:

Office of Spiritual Life ..... 864.294.2133

Trone Center for Mental Fitness ..... 864.294.3031

Employee Assistance Program ..... 800.854.1446

Earle Student Health Center ..... 864.294.2180

Julie Valentine Center for Sexual Assault and  
Child Abuse Recovery (24/7 hotline) ..... 864.467.3633

Safe Harbor (dating or domestic violence help) ..... 800.291.2139

John Kemp (ombudsperson for staff) ..... 864.294.3717

Victoria Turgeon (ombudsperson for faculty) ..... 864.294.3731

# Resources (cont'd)

The following employees are also confidential resources for students:

Judy Bagley.....	864.294.2322
<i>Director of the Student Office for Accessibility Resources</i>	
Dr. Franklin Ellis.....	864.294.2267
<i>Associate Dean and Director of the Center for Interpersonal Connections</i>	
Dr. Scott Henderson.....	864.294.3384
<i>Professor of Education</i>	

## **NATIONAL ORGANIZATIONS THAT PROVIDE SUPPORT TO SURVIVORS OF SEXUAL ASSAULT OR INTIMATE PARTNER VIOLENCE**

National Sexual Assault Hotline .....	800.656.HOPE (4673)
	<a href="http://RAINN.org">RAINN.org</a>
National Domestic Violence Hotline .....	800.799.7233
	<a href="http://thehotline.org">thehotline.org</a>
1 in 6 (for male survivors of unwanted sexual experiences).....	<a href="http://1in6.org">1in6.org</a>
National Sexual Violence Resource Center .....	<a href="http://nsvrc.org">nsvrc.org</a>
Love Is Respect Hotline.....	866.331.9474 or text "loveis" 22522
	<a href="http://loveisrespect.org">loveisrespect.org</a>
The Anti-Violence Project (serves LGBTQ survivors of violence) .....	212.714.1141
	<a href="http://avp.org">avp.org</a>

## **LEGAL ASSISTANCE**

The following organizations may provide legal assistance or assist parties in obtaining free or low-cost legal assistance:

Julie Valentine Center (people who have experienced sexual violence).....	864.467.3633
Online hotline available at <a href="http://julievalentinecenter.org">julievalentinecenter.org</a>	
Safe Harbor (people who have experienced relationship violence).....	800.291.2139
South Carolina Legal Services (respondents) .....	864.679.3232
South Carolina Victim Assistance Network (may assist with immigration and visa issues) .....	803.509.6552
South Carolina Bar Attorney Referral Service.....	800.868.2284

## **FINANCIAL AID**

Student financial aid services are available through the Office of Financial Aid at 864.294.2351.



*[furman.edu/TitleIX](https://www.furman.edu/TitleIX)*



Furman University Student Life  
3300 Poinsett Highway | Greenville, SC 29613