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NYU
RESOURCE
GUIDE

SEXUAL MISCONDUCT

FAQs

FOR FACULTY & STAFF REGARDING
TITLE IX/SEXUAL MISCONDUCT COMPLAINTS



TABLE OF CONTENTS

1.	What do I do when I observe signs of a Student in distress?	2
2.	If a Student approaches me with information about an incident of possible sexual misconduct, harassment, relationship violence, and/or stalking, how should I respond?	2
3.	As a member of NYU’s faculty or staff, can I promise the Student confidentiality?	3
4.	What are the confidential resources that are available on campus?	3
5.	What happens if, after I inform the Student that I am required to report the situation, the Student does not want to tell me about the incident?.....	4
6.	What is Title IX?	4
7.	Who is the Title IX Coordinator for NYU?	5
8.	What rights do Students reporting incidents of sexual assault, sexual harassment, relationship violence, or stalking have?.....	5
9.	What conduct must be reported to NYU’s Title IX Coordinator?.....	6
10.	How do I report what I think might be a violation of NYU’s Sexual Misconduct, Relationship Violence, and Stalking Policy?.....	6
11.	What specific information am I required to report to the Title IX Coordinator?...	7
12.	Can Students access Title IX services if they choose not to file a complaint with the University?	7
13.	Where can I find more information on NYU’s Sexual Misconduct, Relationship Violence, and Stalking Policy and Procedures?	7

FAQs FOR FACULTY & STAFF:

This guide is intended to assist if and when you become aware of possible sexual misconduct, including sexual assault, harassment, relationship violence, sexual exploitation, and/or stalking, involving Students. This can be a very sensitive and challenging area, but it is important to understand that members of NYU's faculty and staff have obligations under federal and state law that are designed to protect Students and others.

This document is provided for general information and guidance only. To the extent that there is a conflict with any information contained in these FAQs, the relevant policy and procedures control.

If you have questions that are not addressed here, please contact the Office of Equal Opportunity at: (212) 998-2352 or title9@nyu.edu.

1. What do I do when I observe signs of a Student in distress?

We encourage members of the NYU community to make referrals to Counseling and Wellness Services if you have concerns about the well-being of a Student. If you have any questions about someone in trouble, please call the Wellness Exchange at (212) 443-9999.

If assistance is needed, and the situation is not an immediate emergency, refer the person to Counseling and Wellness Services at (212) 998-4780, or the Wellness Exchange at (212) 443-9999. You can tell the Student that you will make the call and explain the situation, if desired.

If assistance is needed after regular business hours, contact (212) 443-9999 and ask to speak with a Crisis Response Counselor. NYU's Public Safety Department is also available after regular business hours to provide assistance at (212) 998-2222.

In the event of an emergency situation, such as a life or limb threatening situation, promptly call 911 and then call NYU Public Safety at (212) 998-2222.

2. If a Student approaches me with information about an incident of possible sexual misconduct, harassment, relationship violence, and/or stalking, how should I respond?

As a member of NYU's faculty or staff, you should be open to the Student and the information they wish to share, but also inform the Student of your reporting responsibilities. You could say, for example: *"Thank you for trusting me. Going forward, you should know that I am obligated to report incidents of*



sexual misconduct to NYU's Title IX Coordinator, Mary Signor, in the Office of Equal Opportunity." Additionally, you may want to offer information about the support services that are available, including those that are confidential, along the lines of: "I know NYU has several resources that are ready to help you, including the Office of Equal Opportunity, the Department of Public Safety, and the Wellness Exchange. If you prefer to keep your information confidential, there are resources on campus, including the counselors in the Wellness Exchange and NYU's Chaplains, that are able to speak confidentially with you."

3. As a member of NYU's faculty or staff, can I promise the Student confidentiality?

No. Under the majority of circumstances, federal law requires most University employees to report disclosures of sexual violence or sexual harassment to the Title IX Coordinator. Unless you have privileged confidentiality recognized by law (e.g., clergy, mental health counselor), you should not resolve doubts about whether an obligation to report applies on your own; instead, consult with the Title IX Coordinator about the circumstances of the disclosure so that the Title IX Coordinator can make an assessment of what, if any, action is required.

However, it can be helpful to reassure the Student that, while you cannot provide confidentiality, you *can* guarantee privacy. Privacy generally means that information related to a report of misconduct will be shared only with a limited circle of individuals who "need to know" in order to assist in the investigation and resolution of a matter and related issues.

Particular laws guide all professionals and staff at NYU regarding how to approach confidentiality and privacy. For more information about confidentiality and privacy, please consult NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy.

4. What are the confidential resources that are available on campus?

Crisis Response Counselors at the Wellness Exchange

Through the NYU Wellness Exchange, Students can access confidential support in response to incidents of sexual misconduct, relationship violence, and stalking. The Wellness Exchange offers Crisis Response Counselors ("CRCs") — licensed professional counselors who are specifically trained in sexual assault response — that can offer crisis intervention and medical support and coordination. CRCs can also provide information about available administrative, academic, or housing interventions, as well as assist Students in seeking such interventions.



In New York, CRCs are available 24 hours a day, 7 days a week, through the Wellness Exchange at (212) 443-9999. When calling the Wellness Exchange hotline, just ask for a CRC. A Student can also call Counseling and Wellness Services at (212) 998-4780 to make an appointment, or contact the Wellness Exchange at wellness.exchange@nyu.edu. A counselor will respond within 24 hours.

NYU has also established local phone numbers to reach the Wellness Exchange around the world — whether you are in NYU Abu Dhabi, NYU Shanghai, or at an NYU global site. For more information on how to call the Wellness Exchange toll-free from NYU’s Global Academic Centers, visit the website: nyu.edu/wellness.exchange.

S.P.A.C.E.

The Center for Sexual Misconduct Support Services (S.P.A.C.E.) can also provide Students with confidential counseling services and connect them to other confidential resources. S.P.A.C.E. is available during business hours at (212) 443-9999.

Chaplains

NYU’s Chaplains are another confidential resource available to Students on campus. For more information on NYU’s Religious Centers and Chaplains visit the website: nyu.edu/students/communities-and-groups/student-diversity/spiritual-life/religious-and-spiritual-life-on-campus/religious-centers-and-chaplains.html.

5. What happens if, after I inform the Student that I am required to report the situation, the Student does not want to tell me about the incident?

While it may be frustrating that you cannot do more in the moment, it is important to simply remind the Student of available confidential resources (e.g., Counseling and Wellness Services, Chaplains) and non-confidential resources (e.g., yourself, Office of Equal Opportunity, Public Safety, etc.), and to let them know that you are open to meeting again in the future should they so choose.

6. What is Title IX?

Title IX of the Education Amendments of 1972 (“Title IX”) prohibits discrimination on the basis of sex in educational programs. It protects victims of sexual or gender-based bullying and harassment and survivors of gender-based violence. Protection from discrimination on the basis of sex includes protection from being retaliated against for filing a complaint of discrimination or harassment.



Under Title IX, if a school knows or reasonably should know about sexual harassment or sexual violence that creates a hostile learning environment, the school must take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects. NYU is committed to combating sexual harassment and sexual violence, and enforcing University policies prohibiting discrimination on the basis of sex.

7. Who is the Title IX Coordinator for NYU?

Mary Signor, Executive Director of the Office of Equal Opportunity, is the Title IX Coordinator for New York University. As the Title IX Coordinator, she is charged with monitoring compliance with Title IX; providing education, training, and notifications; overseeing complaints; and coordinating NYU's investigation, response, and resolution of all reports under NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy. She is available to meet with any Student, Employee, or Third Party to discuss this policy, accompanying procedures, rights and resources, and any other related questions or issues.

8. What rights do Students reporting incidents of sexual assault, sexual harassment, relationship violence, or stalking have?

Students have certain rights under NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy. The policy reads in pertinent part:

Under this policy, all Students have the right to:

- 1. Make a report to local law enforcement and/or state police.*
- 2. Have disclosures of Relationship Violence, Stalking, and Sexual Assault treated seriously.*
- 3. Make a decision about whether or not to disclose a crime or violation and participate in NYU's disciplinary process and/or the criminal justice process free from pressure by NYU.*
- 4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard.*
- 5. Be treated with dignity and to receive from NYU courteous, fair, and respectful health care and counseling services, where available.*
- 6. Be free from any suggestion that the Complainant is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations.*
- 7. Describe the incident to as few NYU representatives as practicable and not be required to unnecessarily repeat a description of the incident.*
- 8. Be reasonably protected from retaliation by NYU, any Student, the Respondent, and/or their friends, family and acquaintances within NYU's jurisdiction.*

9. *Access to at least one level of appeal of a determination in matters involving Student conduct.*
10. *Be accompanied by an advisor of choice who may assist and advise a Complainant or Respondent throughout the disciplinary process including during all meetings and hearings related to such process.*
11. *Exercise civil rights and practice of religion without interference by the investigative or disciplinary process of NYU.*

Please contact Mary Signor, Executive Director of the Office of Equal Opportunity and the University's Title IX Coordinator, to find out more about Student's rights under Title IX and other laws.

Phone: (212) 998-2352

Email: mary.signor@nyu.edu

Concerns about NYU's application of Title IX; the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Clery Act; and, in New York, the New York State and City Human Rights Laws under this policy, may be addressed to NYU's Title IX Coordinator; NYU's Office of Equal Opportunity; the United States Department of Education; the Clery Act Compliance Division; or the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481.

9. What conduct must be reported to NYU's Title IX Coordinator?

You should consult with the Title IX Coordinator regarding any conduct reported to you that potentially falls within one of the following categories: sexual assault, sexual harassment, relationship violence (e.g., violence occurring within the context of a current or former dating or domestic relationship), stalking, or sexual exploitation (e.g., voyeurism, disseminating photos of a sexual nature without consent).

The full definitions of these categories of conduct may be found in NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy.

10. How do I report what I think might be a violation of NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy?

Mary Signor is the University's Title IX Coordinator to whom reports must be made. A report can be made directly to Mary using the following contact information:

Mary Signor, Executive Director and Title IX Coordinator
Office of Equal Opportunity
726 Broadway, Room 721
New York, NY 10003

Phone: (212) 998-2352
Email: mary.signor@nyu.edu
title9@nyu.edu

Reports are often made in person, over the phone, or via email. Additionally, reports may be initiated using our online sexual misconduct form, which can be found at: nyu.edu/sexual-misconduct/.

11. What specific information am I required to report to the Title IX Coordinator?

A Responsible Employee must report to the school's Title IX Coordinator, or other appropriate school designee, all relevant details about the alleged sexual misconduct that the Student or another person has shared and that the school will need to determine what occurred and to resolve the situation. This includes the name of the alleged perpetrator (if known), the Student who experienced the alleged sexual incident(s), other Students involved in the alleged incident(s), as well as relevant facts, including the date(s), time(s), and location(s) of alleged incident(s).

12. Can Students access Title IX services if they choose not to file a complaint with the University?

Reasonable and appropriate protective measures and accommodations are available for Student and Employee Complainants regardless of whether an investigation under the applicable procedures is pursued. NYU also will take and/or make available such measures and accommodations for Student and Employee Respondents where reasonable and appropriate under the circumstances. NYU will maintain the privacy of any accommodations or protective measures provided under this policy to the extent practicable. The staff at the Wellness Exchange or the Title IX Coordinator will gladly assist Students with accessing services.

13. Where can I find more information on NYU's Sexual Misconduct, Relationship Violence, and Stalking Policy and Procedures?

nyu.edu/title9
nyu.edu/sexual-respect

IMPORTANT CONTACT INFORMATION:

To File A Complaint, Contact Mary Signor, Title IX Coordinator

Executive Director, Office of Equal Opportunity

726 Broadway, Room 721

New York, New York 10003

Phone: (212) 998-2352

Email: mary.signor@nyu.edu
title9@nyu.edu

CONFIDENTIAL RESOURCES:

Counseling and Wellness Services

726 Broadway

4th Floor, Suite 471

New York, NY 10003

Phone: (212) 998-4780

or (212) 443-9999 (*24/7)

Email:

wellness.exchange@nyu.edu

Tandon School of Engineering Counseling Services

6 MetroTech Center,
ROG-B020

Brooklyn, New York 11201

Phone: (646) 997-3456

Student Health Center

Washington Square:

726 Broadway, 3rd & 4th Floors

New York, NY 10003

Phone: (212) 443-1000

Email: health.center@nyu.edu

Brooklyn:

6 MetroTech Center, ROG-B020

Brooklyn, New York 11201

Phone: (646) 997-3456

NON-CONFIDENTIAL RESOURCES:

Department of Public Safety

7 Washington Place

New York, NY 10003

Phone: (212) 998-2222 (*24/7)

Office of Equal Opportunity

726 Broadway, 719-721

New York, NY 10003

Phone: (212) 998-2370

Email:

equal.opportunity@nyu.edu

title9@nyu.edu