



## SEXUAL ASSAULT AND HARASSMENT

The mission of Siena Heights University requires a learning and work environment that is positive and promotes respect for others and positive respect for others and personal dignity. Acts of sexual harassment and/or assault are not only contrary to our mission, but also illegal. Sexual assaults, including rape, are serious crimes of violence in which the assailant, by threat or physical force, involves or attempts to involve the victim in involuntary sexual conduct to include penetration and/or contact. Neither the Michigan statutes nor Siena Heights University differentiate if the perpetrator of a sexual assault is known to the victim or is a complete stranger. Siena Heights University will not tolerate sexual assault in any form, including acquaintance or date rape.

Internal discipline of sexual assault incidents could be handled with either an informal or a formal procedure. Complete details regarding these procedures can be found in the student handbook or on the web page. Discipline may include, but is not limited to, any of the following: suspension and/or removal from the community, suspension with or without pay, suspension pending a resolution of criminal charges. Alleged victims and offenders of sexual assault are assured the following rights with the University judicial process:

- The right to be present during the entire proceeding
- The right to have a person from the University present throughout the process to provide support
- The right to not have their sexual history discussed during the proceedings, except as it relates to the specific incident
- The right to be informed of the results of the judicial proceeding
- The right to have their name and identifying information kept confidential, except as otherwise required by law, court order, or University policies or needs
- The right to a speedy hearing and decision

Sexual harassment consists of unwelcome and unwanted sexual advances, requests for sexual favors and other verbal or physical conduct. Siena Heights University is strongly committed to take all reasonable steps to prevent sexual harassment and to discipline those who do harass.

Compliance with this policy is a term and condition of employment with the University. Discipline may include, but is not limited to, any of the following: oral reprimand, written reprimand, suspension with or without pay and termination or expulsion.

Siena Heights University is committed to the investigation of all reported allegations of either sexual assault or harassment. All reported allegations will be investigated fully. Due to the sensitive nature of these incidents, confidentiality will be observed provided it does not interfere with the University's ability to investigate and take corrective action. Community members are urged to report any offenses immediately to the appropriate personnel.

If you are a victim of sexual assault you should get to a safe place, contact Public Safety and attempt to preserve any potential evidence.

If you feel you are a victim of sexual harassment you may report it to any supervisor, any administrator, the Director of Public Safety or the Human Resource Office. Use of internal procedures does not forego subsequent legal action. It is not necessary for the victim to file a police report in order to pursue sanctions through the

University judicial system; however, it is strongly recommended. The Director of Public Safety can assist with filing a police report.

Siena Heights University routinely sponsors activities and speakers on these subjects. Literature is available upon request from the following offices: Public Safety, Residence Life, Human Resources or the Dean of Students. The Siena community offers counseling, mental health and student services for victims of sexual offenses. The University will make every available effort to assist in changing academic and living situations after an alleged sexual offense, if requested by the victim.

## **What to do if you have been sexually assaulted**

### ***Go to a safe place. — Seek help:***

- Contact friends, family or other supportive people. Having someone to listen to you and help you sort out your feelings may be helpful.
- The University Counseling Center can also provide confidential support and important information free of charge (517) 264-7193.
- Catherine Cobb Domestic Violence and Sexual Assault program at (800) 874-5936 (24 hour crisis line)

### ***Retain evidence:***

- Do not bathe or brush our hair or teeth.
- Do not eat or drink anything.
- Write down everything you can remember about the assailant and the assault.
- Even if you do not plan to prosecute at first, it is best to preserve the evidence in case you decide to prosecute later or to help someone else prosecute.

### ***Go to a hospital:***

- Get medical attention immediately. You should be evaluated for injury and sexually transmitted diseases. You do not have to report the assault, however, the medical staff can collect physical evidence should you choose to press charges later.
- The hospital may be able to test for date rape drugs.
- Promedica Bixby Hospital and Tecumseh Herrick Hospital both have S.A.N.E. (Sexual Assault Nurse Examiners) who are highly trained specialized nurses dedicated to the examination and preservation of sexual assault victims and evidence. They are also certified to testify in court if needed. (517) 265-0900.

### ***Call Public Safety and/or local police:***

- It is important to call Public Safety to report the assault. You do not have to press charges, but the information you give the police can be used to learn more about trends, locations and methods of assault. It may also be used to help identify the same assailant if they assault someone else.
  - SHU Department of Public Safety (517) 264-7800
  - SHU Director of Public Safety (517) 264-7194

On college campuses, the most prevalent form of sexual assault is acquaintance rape. In acquaintance rape the attacker can be a friend, relative, spouse, lover, neighbor, co-worker, employer, employee, etc. It is not unusual for acquaintance rape to include physical force, with or without a weapon. Date rape is acquaintance rape that occurs in a dating situation.

Both men and women should know what to do when someone is sexually assaulted. If you or someone you know has been sexually assaulted remember: sexual assault is a crime and victims may be affected psychologically. Reactions such as shock, denial, anger, distress and confusion are normal under these circumstances.

## Reducing your risks of being sexually assaulted

Although it may be impossible to prevent sexual assault, there are certain things you can do to reduce your chances of being a victim. Knowing what to expect and how to react are your most important tools for avoiding sexual assault.

- Look assertive, maintain eye contact, be confident, and be aware of your surroundings.
- Trust your intuition. If a particular situation makes you feel uncomfortable or unsafe, remove yourself from that situation. Do not be afraid to follow your instincts.
- Keep keys accessible.
- Park, walk or bicycling should be done in well lit, well-populated areas. A clear viewing area without physical obstructions is preferable.
- Use the “buddy” system.
- Don’t walk alone there is safety in numbers. Contact Public Safety for an escort.
- Protect all beverages in social settings.
- 

Seminars in safety awareness and sexual assault are programs offered by the Department of Public Safety. We recommend that you take advantage of these free seminars. For information contact the Director of Public Safety at (517) 264-7194.

### *CAMPUS SEX CRIMES PREVENTION ACT*

Section 170101 of the Violent Crime Control and Law Enforcement Act of 1994 (42 U.S.C. 124071) “requires all registered sex offenders who work, are enrolled and/or live on a college campus to report such on the sexual assault registry. For further information in the Adrian area contact the Adrian Police Department at (517) 265-7151. <http://www.mipsor.state.mi.us/>

## EMERGENCIES at Siena Heights

**From a Campus Phone: Call 9-911 or Ext 7800 (Public Safety)**

**From a Cell Phone: Call 911 or (517) 264-7800 (Public Safety)**

**SHU Tips: Text “SHUTIPS” and your message to 79516**

Provide the Location, Nature of Emergency, Who You Are & Any Other Relevant Information

## SHU Alerts

Sign up to receive emergency text message services for students, parents, faculty/staff & the community by visiting our website or by:

texting **ADRIAN** to **79516**