

Gender Equity &  
Title IX Compliance Office

# ANNUAL REPORT

2023–24

# Table of Contents

Mission, Values, and Director's Letter	1
Our Office	2
Trainings Attended by GETIXCO	4
Investigative Process/Informal Resolutions	6
University Sexual Harassment Investigation Board (USHIB)	8
Outcomes & Reports	12
Education	16
Definitions of Key Terms	18
Resources	20

## MISSION

The mission of the Gender Equity and Title IX Compliance Office (GETIXCO) is to ensure that WashU maintains a safe and inclusive learning and working environment free from discrimination on the basis of sex, sexual orientation, gender, gender identity, and gender expression. GETIXCO is committed to administering fair and equitable processes to address complaints of sexual assault, sexual harassment, dating violence, domestic violence, and stalking.

## VALUES

**Equity.** We will strive to provide university community members of all genders a fair and just experience.

**Inclusion.** We are committed to having a safe environment for all members of the university community to learn and work.

**Respect.** We will work to ensure that all members of the university community are treated with respect, dignity, and civility.

**Responsiveness.** We are dedicated to responding to all reports made to our office in a timely manner.

## Members of the WashU Community,

Welcome to the Gender Equity and Title IX Compliance Office's Annual Report to the WashU community, outlining our work during the 2023–24 academic year. As part of our ongoing commitment to transparency and improvement, this report provides a comprehensive look at the actions taken by GETIXCO, along with insights into the challenges and progress we've made over the past year.

We continue to prioritize a trauma-informed approach in all interactions and aim to build a more inclusive and responsive environment for all members of the WashU community. Throughout the year, our office supported students, faculty, staff, and others who experienced sexual harassment, sexual assault, and interpersonal violence. This included responding to 218 reports, overseeing investigations and hearings, and providing education and training to a variety of audiences. Notably, our overall reports increased by 14% from 2022–23, while reports about the behavior of students increased 33%. (See page 11 for further details.)

We saw a significant decrease in the number of survivors who responded to GETIXCO's outreach. During the 2022–23 academic year, of the reports about known (student, faculty, staff) Respondents, 75% of survivors responded to our outreach. For the 2023–24 academic year, we heard back from only 52% of those survivors. This data informs all of the work we do as we increase our efforts to educate our community about the services GETIXCO provides and support those affected.

This report reflects our ongoing commitment to sharing the scope of the work done by GETIXCO while respecting the privacy of those we support and investigate. We want our community to know that we are steadfast in our dedication to education, prevention, and accountability addressing all forms of discrimination and harassment based on sex and gender. Your engagement is paramount for the work we do so please reach out with any questions. For more information, please visit our website at [titleix.washu.edu](https://titleix.washu.edu) or email us at [titleix@wustl.edu](mailto:titleix@wustl.edu).

**Jessica W. Kennedy, JD**  
*Director and Title IX Coordinator*



## Our Office

The Gender Equity and Title IX Compliance Office has five full-time staff members. Working with many campus partners and several outside investigators, we serve as a resource for the campus community to support and protect those who have experienced gender-based discrimination.



### **Jessica W. Kennedy**

*Director & Title IX Coordinator | She/Her | [jwkennedy@wustl.edu](mailto:jwkennedy@wustl.edu)*

Jessica is responsible for the development, implementation, and monitoring of the university's efforts to comply with Title IX legislation, regulation, and case law. This work includes, but is not limited to, overseeing the university procedures related to sex discrimination, sexual harassment, and sexual assault; managing educational materials and training for the campus community; and coordinating the university's timely response to, and investigation of, alleged violations of Title IX. She is one of two university representatives to the National Academies of Science, Engineering and Medicine's Action Collaborative on Preventing Sexual Harassment in Higher Education. She is also the convener of the quarterly St. Louis-Area Title IX Roundtable.



### **Cynthia M. Copeland**

*Assistant Director & Associate Title IX Coordinator | She/Her | [cmcopeland@wustl.edu](mailto:cmcopeland@wustl.edu)*

Cynthia is responsible for the intake of and response to all reports made to GETIXCO. She works with students, faculty, and staff to provide resources, support, and guidance about informal and formal resolution options. Cynthia also administers the formal grievance processes for student matters. In addition, she oversees the recruitment and training of the University Sexual Harassment Investigation Board (USHIB).



## **Jordan Crean**

*Title IX Education Specialist | She/Her | [jcrean@wustl.edu](mailto:jcrean@wustl.edu)*

Jordan serves in a key role for increasing and strengthening university-wide education and training with a primary focus on issues related to sexual harassment, sexual assault, dating violence, domestic violence, and stalking. She develops and implements evidence-based, audience-specific programs, including planning annual training for the USHIB.



## **Eva Fischer**

*Title IX Investigator | She/Her | [efischer@wustl.edu](mailto:efischer@wustl.edu)*

Eva serves as the primary investigator for the USHIB, complying with grievance procedures for complaints of sexual assault filed against university undergraduate, graduate, and professional students, acting as a neutral party in the investigation and providing a detailed, unbiased report of party and witness interviews and evidence provided. Eva also investigates non-USHIB matters, conducting interviews and gathering evidence to support prompt, well-informed decisions.



## **Sarah Winkler**

*Administrative Coordinator | She/Her | [sarahwinkler@wustl.edu](mailto:sarahwinkler@wustl.edu)*

Sarah provides administrative support for the GETIXCO staff including maintaining schedules, greeting and directing visitors, and ensuring confidentiality in the office. She also provides logistical support and preparation for presentations, training, interviews, workshops, and special events that occur on and off campus. In addition, Sarah takes on special projects for the office and designs educational and promotional materials.

# Trainings Attended by GETIXCO

The entire staff of the Gender Equity and Title IX Compliance Office seeks out and attends education and training throughout the year, ensuring they are knowledgeable about the most current best practices to effectively serve the university community. Depending on the event, these training sessions and conferences were held both in-person and virtually.

The new Title IX regulations issued by the Biden Administration on April 19, 2024, were a key focus during the months of April, May, and June. While these regulations ultimately did not take effect at WashU, many of the training sessions during this period concentrated on understanding and preparing for their implementation on campus.

A Selection of Topics	A Selection of Organizations
Trauma-Informed Practice	National Association of Student Personnel Administrators (NASPA)
Informal Resolutions	Association of Title IX Administrators (ATIXA)
Campus Violence Prevention	Association for Student Conduct Administration (ASCA)
Role of Alcohol in Sexual Violence Prevention	Husch Blackwell LLP
Investigating Misconduct in Collegiate Athletics	Bricker Graydon LLP
Investigator Report Writing	Massachusetts Society for a World Free of Sexual Harm (MASOC) / Massachusetts Association for the Treatment of Sexual Abusers (MATSA)
Threat Assessment Training	End Rape on Campus (EROC)
Gender Stereotypes in Title IX	The Brown School (WashU)
New Regulations	Grand River Solutions
Technology and Investigations	Dan Schorr, LLC
Training Title IX Advisors	National Association of College and University Attorneys (NACUA)
Mandatory Reporting Policies	

## Pregnancy and Pregnancy-Related Conditions

GETIXCO provides support and resources for students who are experiencing pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX prohibits discrimination based on any of these factors and prohibits universities from applying any rule related to a student’s parental, family, or marital status that treats students differently based on their sex. Under Title IX, it is illegal for universities to exclude a pregnant student from participating in any part of an educational program. This prohibition applies to extracurricular programs, sports, honor societies, and opportunities for student leadership, among other activities.

Some of the reasonable modifications we can put into place include academic changes, housing changes, parking assistance, and referrals to on- and off-campus resources. Anyone seeking information about assistance for pregnant students and those experiencing pregnancy-related conditions should contact our office. For more information, visit [titleix.washu.edu](https://titleix.washu.edu).



# How Does GETIXCO Investigate Formal Complaints?

Upon receiving a Formal Complaint, GETIXCO reviews the complaint for completeness and determines whether the behavior described may be sexual harassment which violates the university's Discrimination and Harassment Policy. (If not, GETIXCO will dismiss the complaint or refer it for investigation through other university processes.) If so, GETIXCO prepares a Notice of Complaint which is provided to all parties. This Notice details the specific allegations, the university policy which it is alleged was violated by the Respondent, and an explanation of next steps and available resources and support. GETIXCO meets with all parties to gather information and provide a detailed description of the process.

GETIXCO then authorizes an investigator or investigators to begin the Formal Investigation. We employ one full-time investigator as well as several contract investigators as needed. Each year, the investigators participate in multiple trainings on a variety of topics, such as understanding the role of trauma and trauma-informed practices in investigations; conducting investigations, including how to question parties and witnesses; report writing; assessing relevant versus directly related evidence; the impact of technology in investigations; neurodivergence and sexual assault; the role of alcohol and drugs in sexual assaults; the USHIB process; and implicit bias.

While the specific process may vary depending on the nature of the complaint, all our investigations are conducted in a thorough, equitable, and transparent manner. The investigator(s) will speak with the Complainant(s), the Respondent(s), and any witnesses who may have knowledge pertaining to the Formal Complaint.

In addition to speaking with parties and witnesses, the investigator(s) gathers evidence related to the Formal Complaint and compiles the information into an investigative report.

Before the investigative report is finalized, GETIXCO affords parties and their advisors an opportunity to review interview summaries and all other directly related evidence. Parties are granted ten days—if they so choose—to submit a written response and provide feedback to the investigator(s) regarding the summaries and evidence. The investigator(s) will then submit the finalized investigative report, along with all relevant evidence, to the Hearing Panel, which then conducts a hearing and reaches a majority decision as to whether it is more likely than not that the Respondent violated a university policy. The Panel drafts a written decision. If the Respondent is found responsible, the decision is provided to the designated administrator to determine an appropriate sanction. When the sanction letter is complete, or if there is no sanction because the Respondent was found not responsible, the written decision (and sanction letter if applicable) is provided to both parties.

All parties are given seven days to appeal the decision and/or sanction.

To read more about our investigative processes, please visit [titleix.washu.edu](http://titleix.washu.edu).

### Informal Resolutions

GETIXCO provides informal resolution options for survivors who choose not to file a Formal Complaint. These options are designed to address concerns in an equitable manner, prioritizing communication and fairness. If an informal resolution is requested, GETIXCO will tailor its outreach to address the behavior in question, its impact, and outline potential next steps should the behavior persist.

### Mediation

During the 2022–23 school year, GETIXCO also developed a mediation process that is available as an option once a Formal Complaint has been filed. Either party may request mediation, but both parties must agree to mediation before

it takes place. The same trained group of local lawyers and judges who act as Hearing Chairs in our USHIB matters are available to act as mediators should the need arise. The process is designed to facilitate communication towards finding an equitable and mutually agreed upon solution. If such a resolution is reached, the Formal Complaint will be closed. If the parties are unable to agree on a resolution, the Formal Complaint would then proceed under the designated hearing process.

GETIXCO is committed to ensuring that all mediations and informal resolutions are conducted in a fair, equitable, and trauma-informed manner. Our objective is to provide all parties with an opportunity to be heard and ensure that concerns are addressed thoroughly and transparently.

## Resolution Options

### NO ACTION REQUESTED

Survivor chooses not to take action after receiving information about their options

### SUPPORTIVE MEASURES

Can be provided along with any other resolution option listed

### INFORMAL RESOLUTION

Tailored as non-punitive action to address specific behavior

### MEDIATION

Agreed upon by both parties, offers a resolution without the investigative process

### INVESTIGATIVE RESOLUTION

(TITLE IX OR GENDER EQUITY)

Proceeds through the university process with USHIB

# University Sexual Harassment Investigation Board (USHIB)

USHIB members serve as decision makers in the Student Title IX Grievance Process and the Student Gender Equity Grievance Process. The USHIB is critical in helping resolve complaints involving reports of sexual assault, harassment, dating violence, domestic violence, and stalking. Including faculty, staff, and students from across all schools on both the Danforth and Medical campuses, USHIB members serve two-year terms. New member recommendations are solicited from a variety of university members including the president of Student Union, leaders of the Graduate Student Senate, the Graduate and Professional Council, academic and student services deans, directors, and department heads.

USHIB members are trained throughout the academic year. These trainings are a combination of presentations by university staff members, presentations by outside experts, role playing, group discussion, and activities. Since 2013, the topics covered have included: trauma and trauma-informed practices in investigations; how to question parties; how to question

witnesses; the role alcohol and drugs play in sexual assault; the USHIB process; prevention efforts at WashU; how to review and analyze investigation reports; how to make decisions using a preponderance of evidence standard; how to write a decision; neurodivergency and sexual assault; the role of Washington University Police Department (WUPD) in sexual assault investigations; and implicit bias, among others.

Training materials provided to the USHIB since 2020 are available for review on the GETIXCO website at [titleix.washu.edu](https://titleix.washu.edu).

### USHIB Investigation Statistics

The USHIB (formerly USAIB) was created in January of 2013. From July 2013 to July 2024, 72 investigations have been initiated and 63 have been decided by the USHIB. (Nine investigations were halted by mediation or the withdrawal of the Formal Complaint by the Complainant.) Of those 63 decisions, 35 found the Respondent responsible, while 28 did not.

## USHIB DECISIONS BY YEAR AND OUTCOME

Academic Year	Number of Investigations	Responsible	Not Responsible	Complaint Withdrawn	Expulsion	Suspension	Probation, No Contact Order and/or Educational Sanctions
2023–24	6	0	2	4	0	0	0
2022–23	5	1	2	2	0	0	1
2021–22	4	2	2	0	0	2	2
2020–21	1	0	1	0	0	0	0
2019–20	5	3	2	0	0	0	3
2018–19	6	4	2	0	0	3	1
2017–18	10	7	2	1	4	0	3
2016–17	13	6	6	1	2	3	1
2015–16	11	6	4	1	0	2	4
2014–15	6	3	3	0	0	2	1
2013–14	5	3	2	0	1	1	1



In Appreciation of  
Gift Received  
For the support of Washington University  
St. Louis  
THE GIFT FUND  
Established April 1967  
For research and scholarship in the field  
of Washington University studies  
Gift of Washington  
University, St. Louis, Mo.



All reports in 2023–24:

218

This year, GETIXCO received 218 reports of sex-based discrimination or harassment. Approximately 23% of those reports resulted in the provision of supportive measures and informal and formal resolutions.

Further Action Requested:

52

Supportive measures only:

28

Informal Resolution:

18

Investigations:

6

Resolved w/out Hearing:

4

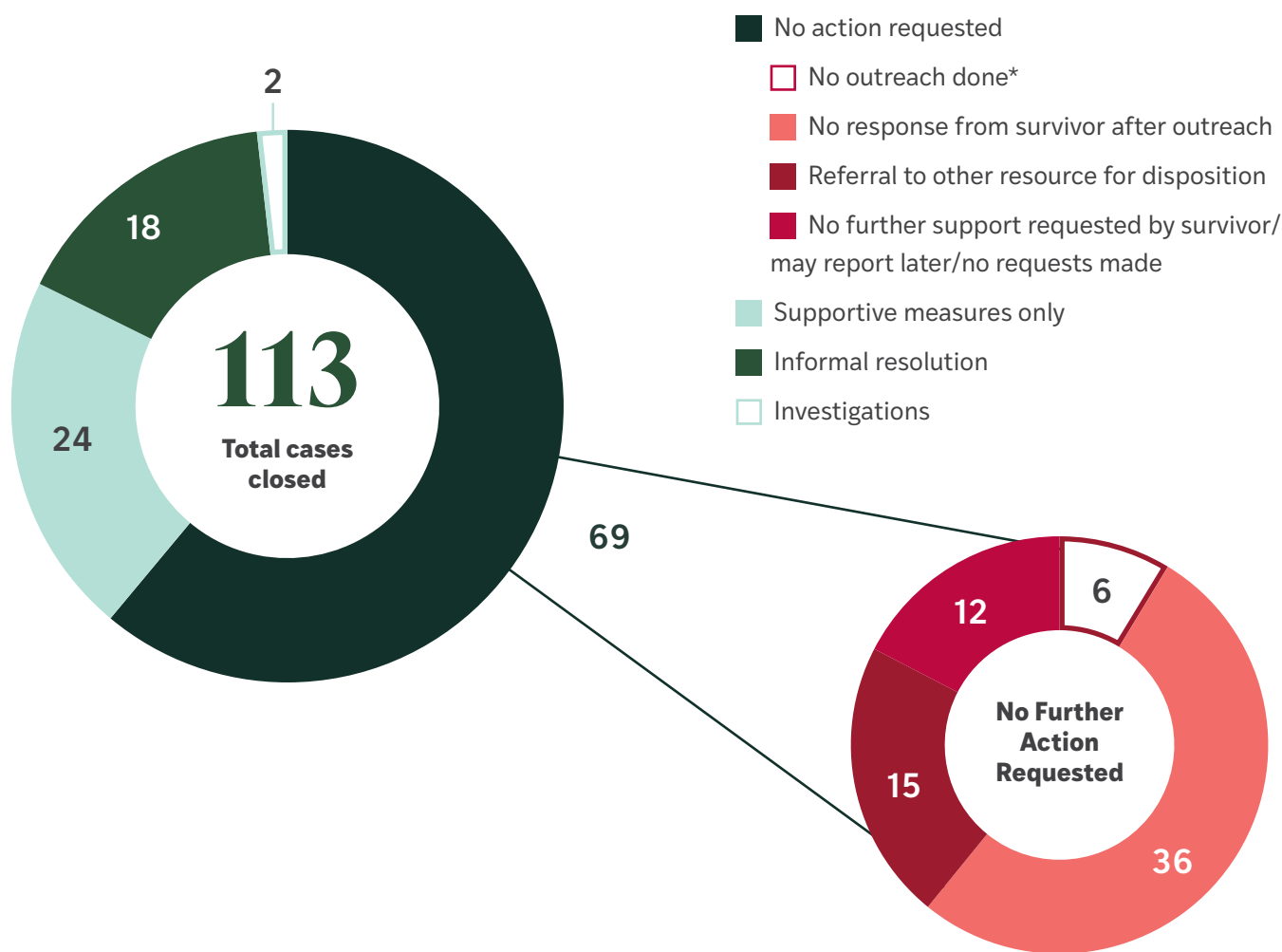
Resolved w/ Title IX Hearing:

0

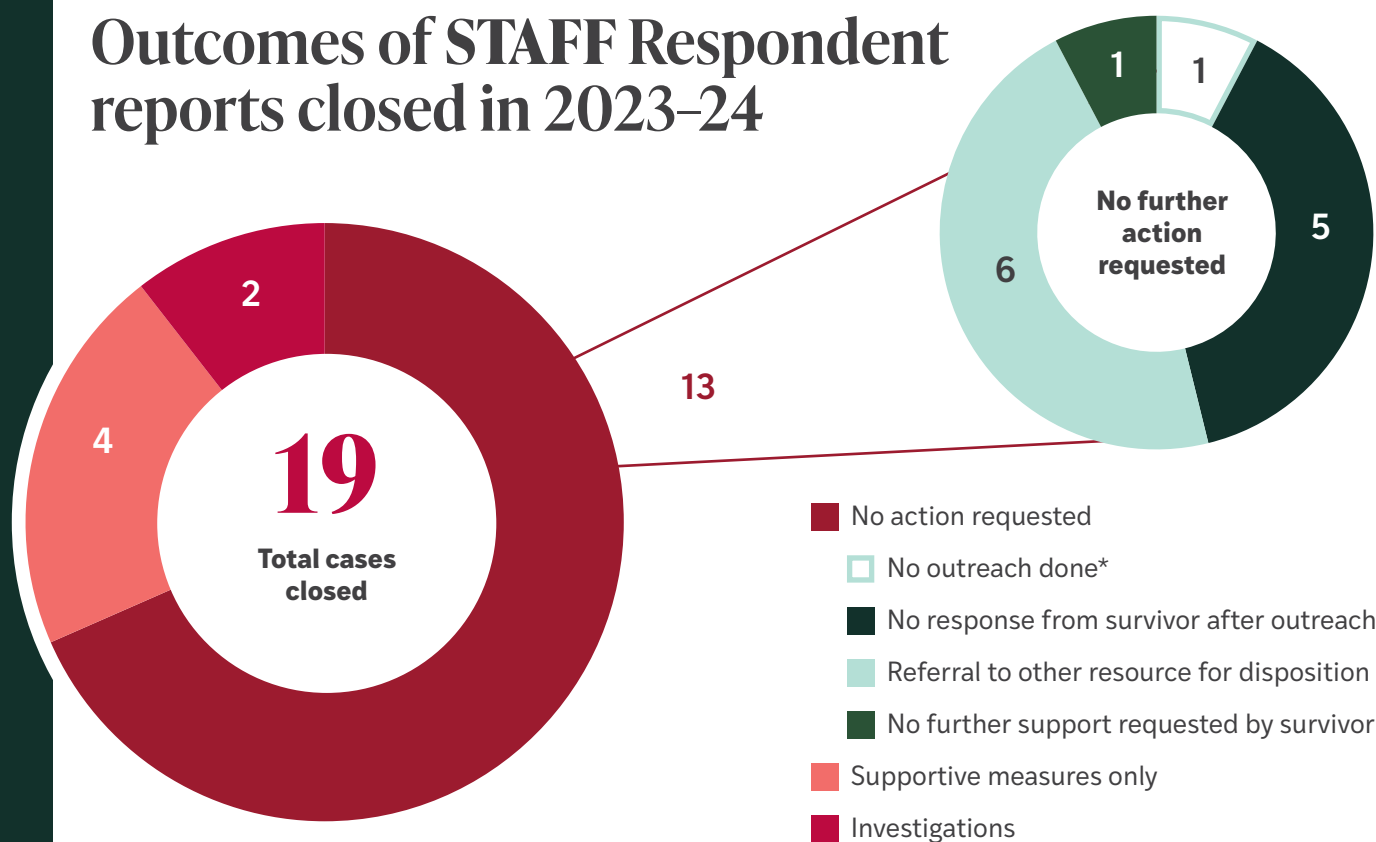
Resolved w/ Gender Equity Hearing:

2

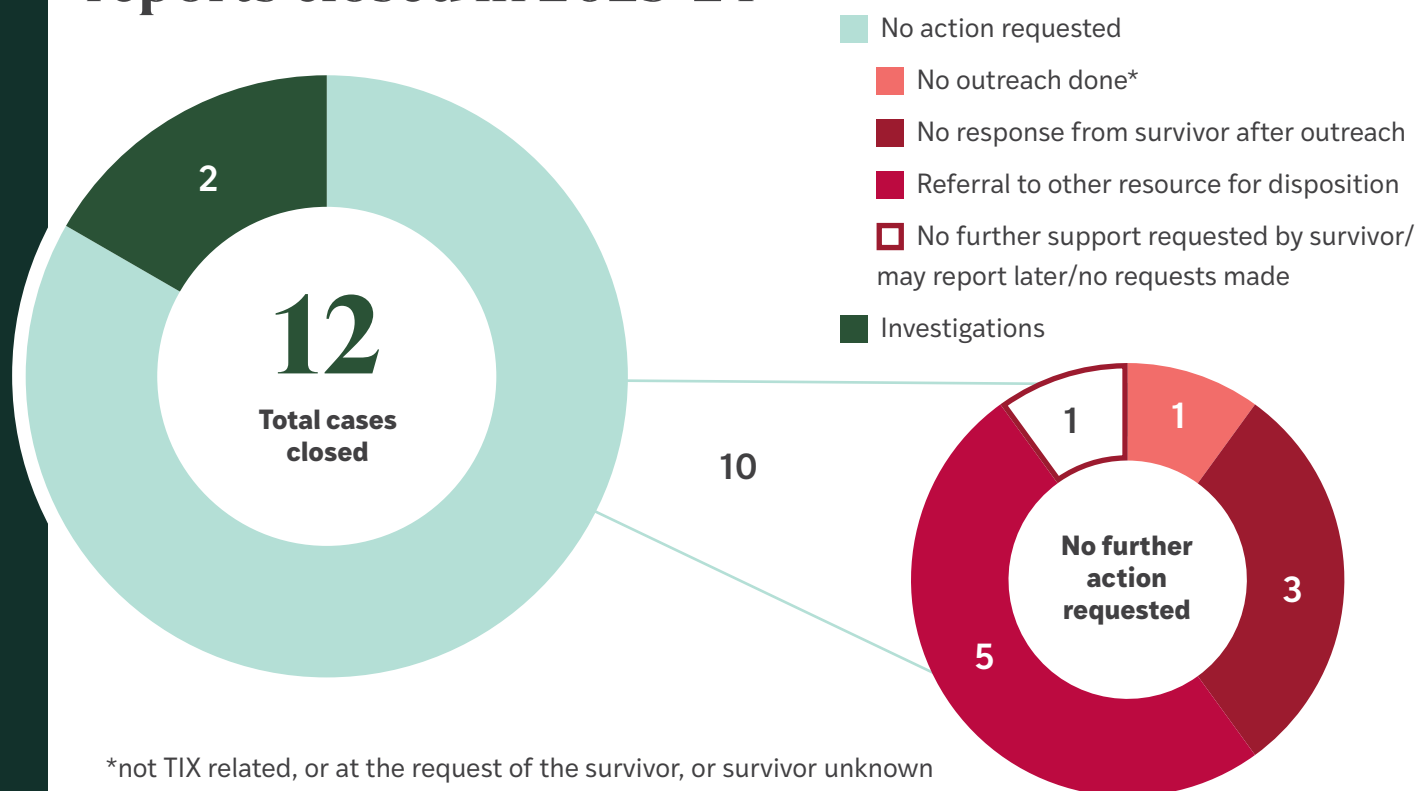
## Outcomes of STUDENT Respondent reports closed in 2023-24



## Outcomes of STAFF Respondent reports closed in 2023-24



## Outcomes of FACULTY Respondent reports closed in 2023-24



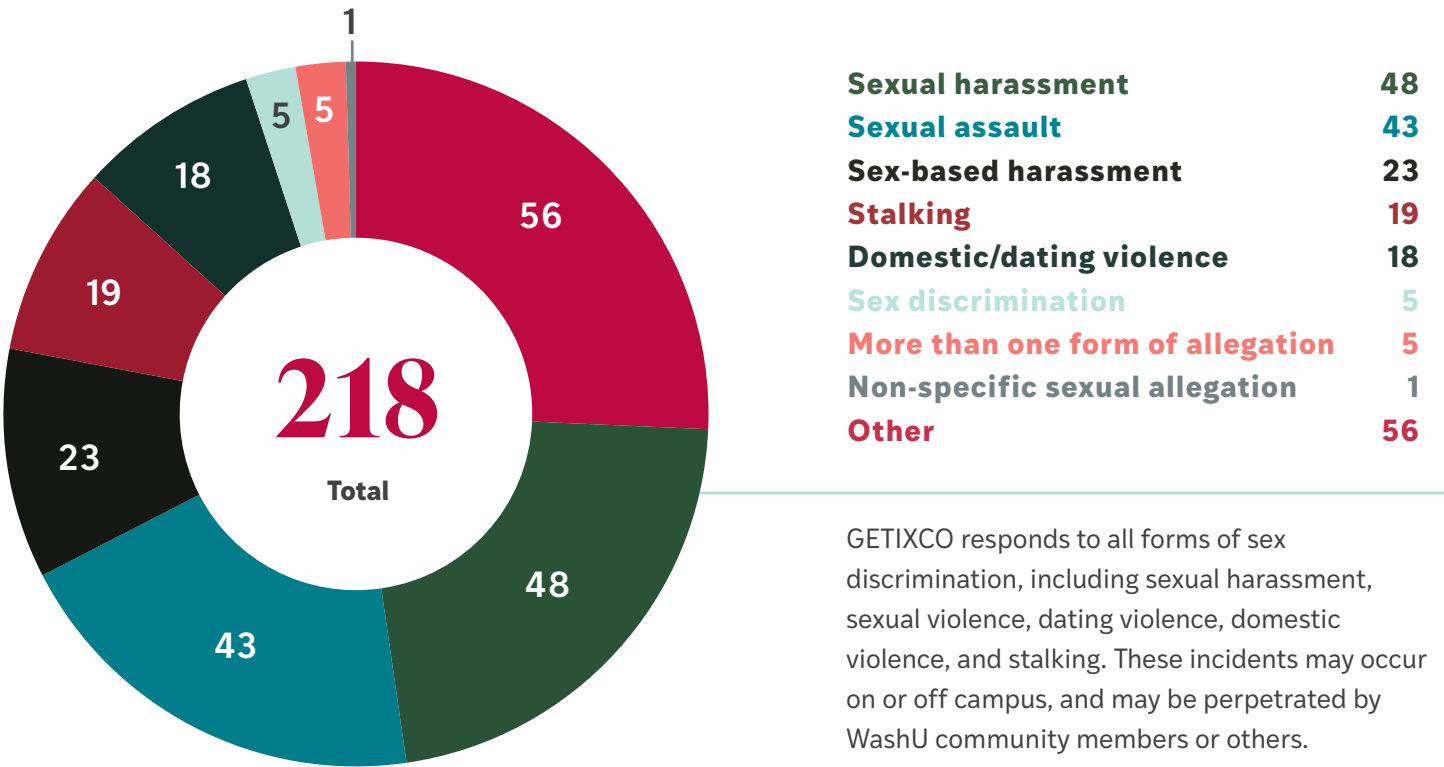
\*not TIX related, or at the request of the survivor, or survivor unknown

# AFFILIATION OF PARTIES INVOLVED IN REPORTS RECEIVED IN 2023–24: 218 TOTAL REPORTS

		Respondent					
		Student	Staff	Faculty	Other	Unknown	Total
Complainant	Student	97	9	7	31	27	171
	Staff	2	7	0	9	3	21
	Faculty	0	1	1	0	1	3
	Other	9	2	3	2	1	17
	Unknown	5	0	1	0	0	6
	Total	113	19	12	42	32	218

Sexual harassment affects the entire WashU community. GETIXCO responds to reports from students, faculty, and staff, as well as anyone outside of WashU who is affected by sexual harassment in any university program or activity.

## Allegations



# Reports about student sexual misconduct matters

**112**

by  
**Mandatory Reporters**

**11**

by  
**Survivors**

**27**

by  
**3rd parties or unknown**

Reports of sexual misconduct experienced by students are received by GETIXCO from several sources. All faculty and many staff members, including some student staff, are required to report information they receive. Third party reports come from witnesses, roommates, friends, and parents, among others.

## Supportive Measures

In addition to administering the Formal Complaint processes, GETIXCO provides access to supportive measures. These are intended to ensure that students, staff, and faculty affected by sexual assault, sexual harassment, dating violence, domestic violence, or stalking are able to access needed resources and support. Available measures include no trespass orders, academic changes, housing changes, work changes, referrals to on- and off-campus counseling and educational resources, and referral to WashU Police Department (WUPD).

GETIXCO also provides No Contact Orders. The Orders remain in effect as long as one or both parties are affiliated with the university, or the requesting party asks for the Order to be rescinded. They prohibit in-person, electronic, and third-party communication as well as accessing the recipient's social media.

All of these supportive measures, if deemed appropriate, are available regardless of whether or not a Formal Complaint has been filed and may be requested by anyone involved in these matters.

Any student who has experienced sexual misconduct, sexual harassment, sexual assault, dating violence, domestic violence, or stalking may also request supportive measures from the Relationship and Sexual Violence Prevention (RSVP) Center. GETIXCO often partners with RSVP to provide services to those affected by these incidents.

# Education

**GETIXCO is committed to providing our university community members with education regarding Title IX, their rights, reporting obligations, and support for both themselves and others. This year, GETIXCO increased by 10% from 2022–23 the number of WashU community members we were able to educate, providing 66 trainings to over 1,200 WashU community members.**

Of those trainings, seventeen were offered to members of the University Sexual Harassment Investigation Board (USHIB). The fall training schedule is dedicated to providing an in-depth education on WashU policies, definitions and processes over the course of the semester. The Board members practice analyzing reports, drafting an outline of questions, and asking those questions in a trauma-informed way. In the spring, GETIXCO welcomed on- and off-campus experts to provide continuing education based on local and national trends. WashU's Relationship and Sexual Violence Prevention Center trained on Intimate Partner Violence among college-aged adults; the Stalking Prevention, Awareness, and Resource Center (SPARC) presented "Recognizing and Responding to Stalking on Campus;" Dr. Vetta Sanders Thompson from WashU's own Brown School offered "Recognizing and Mitigating Implicit and Explicit Bias in Decision-Making."

GETIXCO continued its current collaborations with campus partners, while adding new topics with additional offices, to bring training to students. In January 2024, GETIXCO worked with the Relationship and Sexual Violence Prevention Center to provide a program on supporting students experiencing stalking for National Stalking Awareness Month. Staff continued to offer dedicated workshops for graduate and professional students, who may have specific concerns around sexual harassment, sexual violence, relationship abuse, and stalking. To increase our visibility for international students, GETIXCO partnered with the Office for International Student Engagement and the RSVP Center to provide programming directed toward these students and their specific needs and concerns.



**4,367 Students Completed Training**

**1,783**

**Incoming Graduate And  
Professional Students Completed  
Online Trainings**

**430**

**Student-Athletes  
Completed Online Trainings**

**2,154**

**Incoming Undergraduate And  
Transfer Students Completed  
Online Trainings**



## Sanctions

Some students found responsible in the Title IX or Gender Equity process, or by the Office of Student Conduct and Community Standards for related offenses, may be required to complete educational programming. Students have the option to complete this educational programming off campus or with GETIXCO Education Specialist Jordan Crean. This programming is tailored to each student and is based on their needs as well as the facts of the matter. Programming can include modules about consent, healthy relationships, masculinity, and accountability. One student completed in-house programming with GETIXCO staff, and one student completed educational programming off-campus in the 2023–2024 school year.

## Live trainings by audience



Timeframe, 2023–24

GETIXCO staff provided in-person trainings upon request to 25 student groups, 9 groups of student staff members, and 15 groups of faculty and staff. In addition, the USHIB received 17 trainings during the academic year.

# Definitions of Key Terms

## **Complainant**

The Complainant is any individual (whether a WashU student, WashU employee, or an individual outside of our WashU community) who initiates a Formal Complaint about behavior that may constitute a violation of the University Student Conduct Code (USCC) or other WashU policies.

## **Dating Violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

*For the purposes of this definition:*

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

## **Domestic Violence**

Domestic violence includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, 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 technological abuse that may or may not constitute criminal behavior, by a person who

- is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- shares a child in common with the victim; or
- commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

## **Formal Complaint**

The written and signed description of behavior that may violate the USCC or other WashU policies, submitted by a Complainant to initiate a formal investigation.

## **Formal Investigation**

The process followed to investigate a Formal Complaint including interviews with parties and witnesses, evidence gathering, and a decision by the USHIB.

## **Mandatory Reporter**

Mandatory reporters include: 1) any university employee who becomes aware of incidents (or allegations) of sexual harassment, sexual assault, domestic violence, dating violence, stalking, or other forms of misconduct that violate university policy by or against a person they supervise; 2) any faculty member who becomes aware of such incidents against a student; and 3) any department head, director, or other similar administrator who becomes aware of such incidents. All employees with supervisory authority, graduate students with teaching responsibilities, and employees who have significant responsibility for students and campus activities, are mandatory reporters. For more information, please review the university's Discrimination and Harassment Policy.

Even if a mandatory reporter believes an incident has already been reported, they are expected to share it with GETIXCO or their supervisor, who in turn is expected to share it with GETIXCO.

Mandatory reporters include, but are not limited to: all WashU faculty members, WashU Residential Life employees, WashU athletic coaches and trainers, WashU academic deans, WashU advisors, and WashU assistants in course instruction.

## **Report**

The submission of information to GETIXCO reporting a potential violation of the USCC or other WashU policies involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Reports can be filed by students, faculty, staff, or third parties.

## **Respondent**

The Respondent is an individual reported in a Formal Complaint to have violated the USCC or other WashU policies.

## **Sanctions**

Consequences imposed after a finding of responsibility through any investigative process. A list of possible sanctions can be found in Section VI of the USCC.



## Sexual Assault

Under the Clery Act, sexual assault is defined as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

## Sexual Harassment

A form of discrimination based on sex, it may include unwelcome sexual advances or other nonconsensual conduct of a sexual nature, when 1) submission to or rejection of such conduct is used as a basis or threatened basis for employment decisions or for academic evaluation, grades, or advancement; or 2) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance and creating an abusive, hostile, or intimidating work or academic environment.

Title IX prohibits certain forms of sexual harassment, specifically conduct on the basis of sex that satisfies one or more of the following (collectively "Prohibited Conduct"):

An employee of the university conditioning provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (also known as "quid pro quo" harassment);

Unwelcome conduct by a university student or employee that, in the view of a reasonable person, is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the university's education program or activity (also known as "hostile environment" harassment); or

Any instance of sexual assault, dating violence, domestic violence, or stalking, as those terms are defined by the Clery Act or the Violence Against Women Act (also known as "per se" harassment).

## Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

*For the purposes of this definition:*

- 'Course of conduct' means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- 'Reasonable person' means a reasonable person under similar circumstances and with similar identities to the victim.
- 'Substantial emotional distress' means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## Supportive Measures

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the university's education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator and the Associate Title IX Coordinator are responsible for coordinating the effective implementation of supportive measures.

## USHIB

The University Sexual Harassment Investigation Board (USHIB) comprises faculty, staff, and students who are trained to investigate Formal Complaints of sexual assault, sexual harassment, domestic violence, dating violence, and stalking. The USHIB investigates and decides the outcome of Formal Complaints referred to it by the university's Title IX Coordinator.

# Resources

## CAMPUS SERVICES AND RESOURCES

### All Emergencies (Police/Fire/Medical)

On Danforth Campus, call the WUPD (314) 935-5555

On Medical Campus, call WUSM Protective Services (314) 362-HELP (4357)

### WashU Police Department (WUPD) (Danforth Campus)

Lien House, 6615 Shepley Drive (South 40) (314) 935-5555  
police.washu.edu

WashU Police are available 24 hours a day to respond to any call involving an emergency or need for police assistance.

### WUSM Protective Services (Medical Campus)

4590 Children's Place, St. Louis, MO 63110-1031  
(314) 362-HELP (4357) • facilities.med.washu.edu/security

WUSM Protective Services officers are available 24 hours a day to respond to any call involving an emergency or need for police assistance.

### Emergency Support Team (EST) - Danforth Campus

(314) 935-5555 • est.washu.edu

WashU's Emergency Support Team (EST) is a volunteer student organization that provides 24-hour emergency medical care to the Washington University community. Half of the members are licensed Emergency Medical Technicians (EMTs), and the other half are certified in standard first aid. EST additionally offers classes in CPR and first aid, provides first aid for special campus events, and co-sponsors an EMT class each spring.

### Student Health Center (Danforth Campus)

Nathan Dardick House, Lower Level  
studenthealthcenter.washu.edu

There is a nurse answer line available to answer any questions a student may have after-hours. For after-hours care, please call (314) 935-6666.

*Medical Health Care Services* • (314) 935-6666

Inside Student Health Center  
studenthealthcenter.washu.edu/services-provided/

Student Health Center Medical Services provides care for the evaluation and treatment of an illness or injury, preventative and reproductive health care, and health education.

*Center for Counseling and Psychological Services* • (314) 935-6695

Inside Student Health Center  
students.washu.edu/counseling-psychological-services

This interdisciplinary team fosters personal, emotional, and academic well-being by offering comprehensive therapeutic services, outreach, and prevention programs.

### Human Resources

(314) 935-2332

### Employee Relations

employeerelations@wustl.edu  
Work environment, personnel issues, supervisor relationships

### Work-Life Solutions (formerly known as Employee Assistance Program) Available 24/7

(844) 365-4587 • hr.washu.edu/eap

### Ombuds

The Offices of the Ombuds serve as confidential, independent, and impartial resources that offer assistance in the informal resolution of university-related conflicts and advocate for fair treatment and process. WashU has three separate ombuds offices dedicated to our faculty, staff, postdoctoral appointees, and graduate and professional students.

For staff, postdocs, and graduate and professional students:  
staffombuds.washu.edu

For Danforth faculty: facultyombuds.washu.edu

For School of Medicine faculty and students: ombuds.med.washu.edu

### TimelyCare

An app available to all students who pay the health and wellness fee. 24-hour telehealth is available through the app.

TimelyMD licensed physicians and counselors will be available 24/7 to provide a range of services, including:

- On-demand medical care
- Appointment-based medical care
- On-demand mental health support
- Appointment-based mental health counseling
- Psychiatric support
- Health coaching

Students can download the app here to have it available:  
app.timelycare.com

### WUSM Mental Health Services

The professional staff members of Student Health Counseling work with students to resolve personal and interpersonal difficulties, many of which can affect their academic experience. These include conflicts with or worry about friends or family, concerns about eating or drinking patterns, and feelings of anxiety and depression. In addition, international students may find living in a new culture stressful. Although some concerns are more frequent than others, students' experiences are as varied as the students themselves. Staff members help each person figure out her or his own situation. Services include individual, group, and couples counseling, crisis counseling, and referrals.

4525 Scott Ave., Room 3420 (Third Floor), East Building, St. Louis, MO 63110  
Phone: (314) 362-3523 • Fax: (314) 362-0058  
Studenthealthservice@wusm.wustl.edu

### Relationship and Sexual Violence Prevention (RSVP) Center

Seigle Hall, Suite 435 • (314) 935-3445 M-F during business hours

After hours, a representative can be reached by calling SARAH during the academic year at (314) 935-8080 or WUPD at (314) 935-5555.

students.washu.edu/relationship-sexual-violence-prevention-center  
rsvpcenter@wustl.edu

The RSVP Center offers 24/7 response to students who have been victimized, or are in a threatening situation and desire support with medical care, police response, or emergency housing. Additionally, during business hours, the RSVP Center is a confidential space to discuss survivor rights, options for reporting, resources that are available both on campus and in the community, and to access ongoing support. The RSVP Center also provides education and training on sexual harassment, sexual violence, dating violence, and stalking, and provides opportunities for student involvement through Green Dot, SARAH, LIVE, the Men's Project, and CARE.

### Sexual Assault and Rape Anonymous Helpline (SARAH)

(314) 935-8080 • sarah.washu.edu

SARAH is a 24-hour confidential helpline run by students during the academic year. Open to all members of the WashU community, the helpline provides information and referrals. All SARAH volunteers have received at least 60 hours of training on issues related to sexual assault.

### Student Health Services (Medical Campus)

3rd Floor of the East Building, 4525 Scott Avenue, Suite #3420  
Hours: M-F, 8:00 a.m.-4:00 p.m. • (314) 362-3523  
wusmhealth.washu.edu • studenthealthservice@wusm.wustl.edu

Student Health Services on the Medical Campus provides on-site medical, mental health, and health promotion services to medical campus students.



## Uncle Joe's Peer Counseling and Resource Center

Gregg House, basement • 24-hour phone counseling (314) 935-5099  
In-person counseling: 10 p.m.–1 a.m. every night during semesters  
[unclejoe.washu.edu](http://unclejoe.washu.edu)

Uncle Joe's is a student-run peer counseling service. The students who work at Uncle Joe's are available for confidential guidance and referrals by phone or in person. Uncle Joe's has information and resources for dealing with a wide range of problems encountered by college students.

## University Sexual Assault Response Team (USART)

Kim Webb, Chair (314) 935-8761

USART is a multidisciplinary group composed of administrators, faculty, and community response members. This team is devoted to strengthening the community response, internally and externally, in order to provide the most compassionate and efficient care possible for students.

## SAFE Reporting: Supporting a Fair Environment (Medical Campus)

[safereporting.washu.edu](http://safereporting.washu.edu)

Report a concern regarding mistreatment or unprofessional behavior in the learning environment.

## OFF-CAMPUS SERVICES AND RESOURCES

The following services and resources may be able to help you. They are not affiliated with WashU in any way.

### All Emergencies (Police/Fire/Medical)

Off campus: 911

## CRIME VICTIMS ASSISTANCE

### Crime Victim Center

(314) 652-3623

24-hour, 7-days-a-week hotline for victims of all types of crimes. Provides emotional aid, information, and referral services.

### Legal Services of Eastern Missouri

(314) 534-4200 • (800) 444-0514  
4232 Forest Park Avenue, St. Louis, MO 63108

Legal Services of Eastern Missouri is an independent, nonprofit organization that provides high-quality civil legal assistance and equal access to justice for low-income people and the elderly in eastern Missouri.

## CRISIS AND COUNSELING

### International Institute of St. Louis

(314) 773-9090 • [www.iistl.org](http://www.iistl.org) • [info@iistl.org](mailto:info@iistl.org)

The International Institute of St. Louis offers comprehensive adjustment services for refugees and immigrants in the St. Louis community, including counseling.

### LGBT National Hotline

(888) 843-4564

The Lesbian, Gay, Bisexual and Transgender (LGBT) National Hotline provides telephone, online private one-to-one chat and email peer-support, as well as factual information and local resources for cities and towns across the United States.

[help@LGBTHotline.org](mailto:help@LGBTHotline.org)

Hours: M–F, 3 p.m.–11 p.m. (CST); Sat. 11 a.m.–4 p.m.

### National Domestic Violence Hotline

(800) 799-SAFE (x7233)

24-hour support for survivors of sexual and relationship violence available in over 170 languages.

## National Sexual Assault Hotline

(800) 656-HOPE (x4673)

Rape, Abuse, and Incest National Network (RAINN) facilitates free and confidential support and advice 24/7, and an online chat-based hotline service.

## National Suicide Prevention Lifeline

(800) 273-8255 • Deaf & Hard of Hearing 711+1-800-273-8255

The Lifeline provides 24/7, free and confidential support for people in distress and prevention and crisis resources for you or your loved ones.

## Safe Connections

2165 Hampton Ave., St. Louis, MO 63139 (314) 531-2003

24-hour crisis hotline for women who have experienced physical, emotional, and sexual abuse. In-person individual counseling is also offered.

## Trans LifeLine

(877) 565-8860

A hotline staffed by transgender people for transgender people. Trans Lifeline volunteers are ready to respond to whatever support needs members of our community might have.

## The Trevor Project

(866) 488-7386

LGBTQ crisis intervention and suicide prevention services.

## YWCA St. Louis Regional Sexual Assault Center

(314) 645-4848 • hotline: (314) 531-7273  
1155 Olivette Executive Parkway, Olivette, MO 63132

The YWCA Women's Resource Center offers confidential counseling and a number of classes on assertiveness, self-defense, and other topics. The center also coordinates SART (Sexual Assault Response Team), which consists of a group of volunteers trained to provide crisis intervention to victims of sexual assault. SART volunteers are available to victims receiving medical attention at the hospitals close to Washington University.

## HOSPITALS

### Barnes-Jewish Hospital

One Barnes Jewish Hospital Plaza, St. Louis, MO 63110  
Emergency Department • (314) 362-9123

### St. Mary's Health Center

6420 Clayton Road, St. Louis, MO 63117  
Emergency Department • (314) 768-8360

## POLICE DEPARTMENTS

For all emergencies off campus, call 911.

### Clayton Police

10 S. Brentwood Blvd, Clayton, MO 63105  
Non-emergency • (314) 645-3000

### City of St. Louis Metropolitan Police

Area 2 Division Station, 3157 Sublette Ave., St. Louis, MO 63139  
Non-emergency • (314) 444-0100

Area 3 Division Station, 919 N. Jefferson Ave., St. Louis, MO 63106  
Non-emergency • (314) 444-2500

Area 5 Division Station, 4014 Union Blvd., St. Louis, MO 63115  
Non-emergency • (314) 444-0001

### St. Louis County Police

7900 Forsyth Blvd., St. Louis, MO 63105  
Non-emergency • (636) 529-8210

### University City Police

6801 Delmar, University City, MO 63130  
Non-emergency • (314) 725-2211

