

Options and Resources for Student Respondents: Sexual Misconduct, Dating and Domestic Violence, and Stalking

2019–20 ACADEMIC YEAR



Title IX

Title IX of the Education Amendments of 1972 protects individuals from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Reed's policy governing discrimination on the basis of sex is reflected in the Discriminatory Harassment and Sexual Misconduct (DHSM) policy. The DHSM policy describes in detail prohibited conduct and the college's processes for resolving alleged violations. As we improve our processes, new information and new resources are added online; please visit reed.edu/academic/gbook/comm_pol/dhsm_policy to find the most current information.

A note on language

The term "Report" refers to notification to a college officer of a perceived or actual violation of the DHSM policy or of a perceived or actual instance of harassment, whether or not the reporter is certain that a violation or instance of harassment occurred and regardless of the resolution of the incident(s).

The term "Title IX Report" refers to any report made to the Title IX coordinator, the Title IX deputy coordinator(s), or to community safety alleging behavior that may violate Title IX.

The term "Complaint" refers to a report regarding perceived or actual violation(s) of college policy that results in a formal adjudication process by the appropriate Reed adjudicative body.

The term "Respondent" refers to an individual alleged to have violated college policy who has been named as such in a report or a formal complaint.

The term "Complainant" refers to a person who makes a complaint.

The term "Target" refers to a person toward whom the conduct in question is allegedly directed.

The term "Title IX Board" refers to the Reed adjudicative body that hears complaints involving sexual assault, sexual harassment, stalking, and relationship abuse, including dating and domestic violence, as defined by the DHSM policy.

Allegations are investigated and adjudicative processes are conducted without bias toward the Respondent or Target or Complainant and without presupposition of the facts of an incident. The college uses a preponderance of evidence ("more likely than not") standard to determine responsibility for alleged violations of the DHSM policy.

CONTENTS

- 02** Introduction /
- 02** Respondent rights / **03** No-contact orders and retaliation / **04** Reporting /
- 05** Privacy, confidentiality, and privilege /
- 07** Title IX and DHSM investigations /
- 09** Interim measures / **10** Adjudicative process /
- 16** Legal assistance /
- 16** Definitions from the Discriminatory Harassment and Sexual Misconduct (DHSM) policy /
- 21** Resources / **23** Self-care for Respondents

Introduction

Reed College is committed to maintaining a free and diverse campus community in which students, faculty, and staff can live, learn, work, and express themselves honorably. Membership in the Reed community, as governed by the Honor Principle, imposes obligations on students, faculty, and staff to respect the dignity and autonomy of others and to treat one another civilly and without regard to factors irrelevant to participation in the life of the college.

This handbook has been created to provide information to Respondents about Title IX. Respondents are defined in the Reed College Discriminatory Harassment and Sexual Misconduct Policy as an individual alleged to have violated college policy who has been named as such in a Report or a formal Complaint.

Respondent rights

Respondents have the right to

- be notified of a Title IX Report in which they are alleged to have violated Reed policy;
- be notified of a Title IX Board Complaint in which they are alleged to have violated Reed policy;
- discuss the underlying facts and circumstances giving rise to a Title IX Report or Complaint with anyone, including as necessary for the development of testimony or the identification of appropriate Witnesses or other evidence;
- follow up on information that they learn before, during, or after an adjudicative process for the purpose of honorably developing their case or seeking resources;
- participate or refuse to participate in an investigation or an adjudicative process;
- bring a support person (“Second”) from the Reed community and/or an Advisor (“Advisor”) of their choosing to any investigative meetings, hearings, or related meetings;
- speak with a confidential resource (e.g., a counselor with Reed College’s Health & Counseling Services) or an outside counselor

or attorney (the choosing of and compensation for which the Respondent is solely responsible);

- appeal in writing the outcome of a Title IX Investigation per the process described on Reed's Title IX website;
- appeal in writing the outcome of a Title IX Board Hearing per the process described in Reed's Judicial Board code.

No-contact orders and retaliation

NO-CONTACT ORDERS

Reed's community safety office may issue a no-contact order (NCO) to any individual involved in an alleged violation of college policy, depending on the circumstances of a Title IX Report or Title IX Board Complaint. An NCO may apply to Respondents, Targets, Complainants, Witnesses, or others.

In most cases, no-contact orders are reciprocal, meaning the restrictions apply equally to all individuals named in the order. In certain circumstances, an NCO may have additional restrictions for one or more of the individuals named in the order.

An NCO may place temporary restrictions on access to certain areas, activities, or both as necessary to protect all individuals named in the order. This may include limiting access to residence halls. The college will make a reasonable effort to minimize the impact of interim measures on Respondents, Targets, and Complainants.

An NCO does not prohibit the Respondent, Target, or Complainant from discussing with anyone except the other individuals named in the NCO the underlying facts and circumstances giving rise to a Title IX Report or Title IX Board Complaint to honorably develop their case, including testimony and the identification of appropriate witnesses or other evidence.

If a Respondent believes they need to contact an individual listed in an NCO, they should contact the Title IX Investigator or Title IX Coordinator first to determine how information can be accessed without violating the order.

RETALIATION

Retaliation is prohibited under the DHSM policy and other college policies and may violate the Honor Principle. Some examples of actions that might be considered retaliatory include

- pressuring a person to stop them from submitting a Title IX Report or Title IX Board Complaint;
- threatening a person with harm or violence to stop them from submitting a Title IX Report or Title IX Board Complaint;
- ostracizing a person who has made a Report or participated as a Witness in a Title IX Investigation or Title IX Board Hearing;
- engaging in repeated attempts to contact a person who does not want to be contacted and who has made a Report or participated as a Witness in a Title IX Investigation or Title IX Board Hearing;
- pressuring a person to provide false or misleading information during an investigation or hearing.

Reporting

The college will investigate all Title IX Reports that allege violations of college policy and take appropriate steps to keep community members safe and prevent future harm. All such Reports are investigated to the extent possible based on available information and feasibility. Not all investigations will result in a Complaint and adjudicative proceeding.

OBLIGATED REPORTING

Some Reed employees must share information they receive about bullying, sexual harassment, sexual assault, relationship abuse—including dating and domestic violence—and stalking with the Title IX Coordinator (or designee).

The college has designated people in the following positions as obligated Reporters:

- Members of the faculty
- President and vice presidents
- Supervisors of Reed staff

- Community Safety staff
- Most employees of student life except student workers, health & counseling services staff, and the Program Director for Sexual Health, Advocacy & Relationship Education
- House Advisors
- Members of the adjudicating boards

CHILD ABUSE MANDATORY REPORTING

Oregon law requires most employees of the college, including students, to immediately Report suspected sexual or physical abuse or neglect of any person under 18 years of age to law enforcement or the Department of Human Services.

Privacy, confidentiality, and privilege

Any information published by the college about incidents of sexual assault, dating and domestic violence, and stalking in its Annual Security Report and other college publications does not include information that could identify the parties involved.

Privacy is a personal choice whether to disclose information about oneself. Respondents have the right to decline to share personal information with the college and to refuse to participate in investigations or adjudicative processes.

Confidentiality is an ethical or legal duty to protect information that someone else has shared. The college will make reasonable efforts to protect information shared or learned during an investigation, but may share information, including identifying information, as needed to investigate and take action to protect the campus or as required by law.

Privilege is a legal rule that prevents, in most instances, compelled disclosure of confidential information shared between a Respondent and specific persons. In most cases only communication with attorneys, medical providers, and counselors are protected by privilege.

CONFIDENTIALITY DURING AN INVESTIGATION

During an investigation, information disclosed or discovered will be protected to the extent possible while still allowing the Title IX Investigator to share enough information with Respondents and Targets to ensure that they have an equitable opportunity to participate in the investigation. Respondents and Targets may discuss information related to the investigation provided doing so does not violate a no-contact order and does not constitute retaliation.

CONFIDENTIALITY DURING THE ADJUDICATIVE PROCESS

Once a Complaint has been submitted to the Title IX Board, Respondents can follow up on information that they learn before, during, or after a hearing for the purpose of honorably developing their case or seeking resources. Respondents can discuss the underlying facts and circumstances giving rise to a Title IX Complaint with anyone, including as necessary for the development of testimony or the identification of appropriate witnesses or other evidence. Respondents and Complainants involved in a Title IX Board case will have a Procedural Aide (PA) assigned to the case who will advise them regarding specific questions about confidentiality.

The Complainant and Respondent will be informed in writing of the outcome of any institutional disciplinary proceeding, including the results of any appeal. “Outcome” means the Respondent’s name, the institution’s final determination with respect to the alleged violation(s), and any sanctions imposed against the Respondent, including the rationale for the decision. Decision letters will address the extent to which Complainants and Respondents may redisclose outcome information.

Title IX and DHSM investigations

Title IX is a federal law that protects the rights of all students to get an education and participate fully in campus activities by prohibiting discrimination and harassment based on gender. Each educational institution approves its own policy and procedures to implement Title IX. Staff and faculty are also protected by Title IX, in addition to protections that may be provided by Title VII of the Civil Rights Act of 1964 (eoc.gov/laws/statutes/titlevii.cfm).

The Discriminatory Harassment and Sexual Misconduct (DHSM) policy includes prohibitions against sexual harassment, sexual assault, dating and domestic violence, and stalking. When the college receives a Report of a potential violation of the DHSM, it must always initiate an investigation, which will proceed in accordance with the participation of relevant individuals and any available information. Findings are made using a “preponderance of evidence” (more likely than not) standard.

REPORTING A VIOLATION OF THE DHSM

Reporting a violation of the DHSM is different from submitting a formal Complaint to the Title IX Board. Reports will always result in an investigation, but will not always result in the filing of a formal Complaint with the Title IX Board.

Reports of alleged sexual harassment, including sexual assault, discrimination on the basis of gender, and other DHSM violations, may be made to the Title IX Coordinator, the dean of the faculty, the director of human resources, community safety staff, or any other Reed obligated reporter. These Reports can be made verbally (either in person or by phone) or in writing (either in hard copy or electronically).

In the case of a Report against a vice president, the dean of the faculty, or the director of human resources, the Report may be made to the president.

In the case of a Report against the president, the Report may be made to the chairman of the board of trustees.

Reports of sexual harassment and gender discrimination may also be filed directly with the US Department of Education Office of Civil Rights by phone (800/421-3481) or email (ocr@ed.gov).

All Reports of potential violations of Title IX or the DHSM policy are investigated fairly and impartially. There is no formally required content to make a Title IX or DHSM Report, but the following information is helpful:

- Name and Reed affiliation (e.g., student, faculty, staff, visitor) of the person making the Report
- Name and Reed affiliation of the subjects of the Report, i.e., Target and Respondent
- A brief statement of the event or events that are the cause of the Report, including relevant date and location
- If the Report is in writing, the signature of the person making the Report and the date of the filing of the Report

In most cases, when a student is the Respondent, a Title IX Investigator from community safety will conduct the investigation. The dean of the faculty generally investigates Reports when a faculty member is the Respondent, and the director of human resources usually investigates Reports when a staff member is the Respondent.

STUDENT RESPONDENTS

When a student is the Respondent, the community safety Title IX Investigator will prepare an investigative Report when the investigation is completed. A summary of the Report is given to the Title IX Coordinator, the Respondent, and the Target. The Respondent and the Target have the right to request a copy of the Investigative Report and to file a written appeal with the Title IX Coordinator if they have access to new information that they believe would have a material impact on the outcome of the completed Title IX investigation or if they feel the interim measures that accompany a Title IX investigation or adjudication are excessively disruptive, or both. No formal sanctions are assigned to students solely on the basis of Title IX or DHSM investigations, although interim measures may be taken to protect individuals and the campus. Only the Title IX Board may assign formal sanctions related to a finding of responsibility for violations of the DHSM.

RETALIATION IS PROHIBITED

Any attempted or actual retaliation in response to a Title IX Report, a Report of violation of the DHSM policy, or a Title IX Complaint, is strictly prohibited. Violations by students may result in discipline up to and including suspension or expulsion.

Interim measures

The college may provide interim measures if requested and if they are reasonably available. Some measures may be provided before a Title IX investigation is completed. The college will make a reasonable effort to minimize the impact of interim measures on Respondents and Targets.

Disclosure of the names of the Respondent and Target and the reason for the interim measures may be necessary in order to provide these measures, but the college will protect the confidentiality of Respondents and Targets as is practicable.

Here are some examples of interim measures:

- If the Respondent and Target share a class, one may be able to change sections.
- If the Respondent and Target live on campus near each other, it may be possible for one to move into a different residential community. If the Respondent and Target are employed on campus, student life can work with campus employers to minimize the possibility that employment will put the Respondent and Target in contact.
- Counseling is available to students at Reed College's Health & Counseling Services without charge during the academic year.
- No-contact orders between two members of the Reed community may be requested from the director of community safety.

Adjudicative process

A Title IX or Discriminatory Harassment and Sexual Misconduct (DHSM) investigation does not necessarily result in an adjudicative process. Anyone affiliated with Reed can file a Complaint of an alleged student violation of the DHSM policy with the Title IX Board at any time. In some cases, generally, when the college determines that a Respondent may be a danger to the community, the college may choose to file a Complaint in accordance with the college's established policies and procedures, even if the Target does not wish to file a Complaint.

TITLE IX BOARD

The Title IX Board generally consists of six staff members as well as all student members of the Student Judicial Board (J-Board). In general, a Hearing Board comprising five members is formed by the Title IX Board Chair for each Complaint.

For each Title IX Board Hearing, a Hearing Facilitator is responsible for directly questioning Parties and Witnesses. The Hearing Facilitator does not participate in Hearing Board deliberations.

All members of the Title IX Board, including the Hearing Facilitator, receive training in sexual misconduct adjudication as well as general training concerning the adjudication of alleged violations of relevant college policy and the Honor Principle. Title IX Board Hearings are governed by the same procedures as the Judicial Board, except where specified in Section 10 of the Judicial Board Code.

Please visit reed.edu/honor_principle/adjudication/title-nine-board to find the most current information about the Title IX Board.

Please visit reed.edu/academic/gbook/comm_pol/j_board_code_0715.html to review the Judicial Board Code in its entirety.

TYPES OF COMPLAINTS REVIEWED BY THE TITLE IX BOARD

The Title IX Board hears Complaints brought by any current or former members of the Reed community against any individual who while a member of the student body has allegedly engaged in behavior that would violate Title IX, including any act of sexual misconduct. This includes alleged acts of sexual harassment, sexual assault, relationship abuse including dating and domestic violence, and stalking, as well as alleged violations of the Honor Principle.

AMNESTY

Amnesty is intended to support the practice of Reed students reporting alleged incidents of prohibited discriminatory harassment, sexual misconduct, and other violations of the Discriminatory Harassment and Sexual Misconduct policy and to protect student safety.

Normally, the college will not impose disciplinary sanctions for violations directly related to the Complaint by the Complainant and any Witnesses unless these violations are reportable offenses—such as sexual assault, sexual harassment, stalking, and relationship abuse, including dating and domestic violence—and provided that the violations by the Complainant and any Witnesses did not put the health and safety of any other person at risk.

ADVISORS

In addition to identifying a Second (a member of the Reed community) to provide support, Respondents, Targets, Complainants, and Witnesses involved in a Title IX Investigation or Title IX Board adjudication may have an Advisor of their choice. The Advisor's role is to help their advisee understand the investigative process, prepare written statements, obtain evidence, or otherwise prepare for investigative meetings, Title IX Board Hearings, or both. There are no limitations on who may serve as an Advisor. Advisors may include but are not necessarily limited to the following:

- Another student
- A parent or family member
- A member of the faculty or staff
- An advocate
- An attorney

Advisors who attend investigative meetings and hearings with their advisee will be privy to information shared during the meeting and hearing. However, no representative of Reed College, including students and staff participating in the investigation or adjudication process, will share information with an Advisor outside of an investigative meeting or hearing. The college will make reasonable attempts to be flexible in scheduling to permit an Advisor to be present during an investigative meeting or hearing. However, the right to have an Advisor present does not allow for an unreasonable delay. The assigned Title IX Investigator or Title IX Hearing Board Chair will make the final decision regarding the reasonableness of any possible request for delay.

No one may serve as an Advisor without having been requested to do so by the Respondent, Target, Complainant, or Witness, and the advisee may ask their Advisor to be excluded from the process at any time.

ADVISOR LIMITATIONS

Advisors must observe the following rules during the investigative process:

- The Advisor may not make any recordings during any investigative meeting, by electronic or any other means.
- The Advisor may not speak to anyone other than their advisee during an investigative meeting except at the explicit invitation of the Title IX Investigator. At the discretion of the Title IX Investigator, Advisors may be given the opportunity to ask clarifying questions, offer information, or otherwise assist their advisee directly at the conclusion of an investigative meeting at the discretion of the Title IX Investigator.
- The Title IX Investigator should consider reasonable requests on the part of an advisee or Advisor for brief breaks during an investigative meeting to consult in private. The decision to grant such requests will be at the discretion of the Title IX Investigator.
- The Advisor may not “object” to questions, dispute evidence, or otherwise interject during an investigative meeting.
- The Title IX Investigator may excuse the Advisor or end an investigative meeting at any time if an Advisor fails to comply with these rules or if the Advisor, in the opinion of the Title IX Investigator, disrupts the investigative process during a meeting.

- Advisors are expected to adhere to the same confidentiality and privacy guidelines as their advisee.

Advisors must observe the following rules during the Title IX Board Hearing:

- The Advisor may not record the hearing or any related meetings by any electronic means.
- The Advisor may not speak to anyone other than their advisee during a hearing, except at the explicit invitation of the Hearing Facilitator.
- The Advisor may not “object” to questions, dispute evidence, question participants, or otherwise interject during a hearing.
- The Hearing Facilitator reserves the right to remove an Advisor from a hearing if the Advisor fails to abide by the limits and procedures set forth by the Hearing Board or those contained within the Judicial Board Code. In such cases, the hearing will normally proceed without the Advisor in attendance.
- Advisors are expected to adhere to the same confidentiality and privacy guidelines as their advisee.

TITLE IX HEARING BOARD RECOMMENDATIONS AND POSSIBLE SANCTIONS

Once the Title IX Hearing Board has concluded the hearing and deliberation process, they submit written recommendations to the vice president for student life (or designee) that include findings of fact, findings of violations (college policy and honor principle, if any), and recommended sanctions, if any. The vice president for student life (or designee) reviews the submitted materials and determines whether or not they agree with the Title IX Hearing Board findings and recommendations. The vice president of student life (or designee) sends a written decision letter to the Respondent and Complainant. The written decision letter includes information on how to appeal the decision. If there is a finding of responsibility, possible sanctions for the Respondent may include the following:

- Expulsion
- Suspension
- Community service

- Full exclusion from campus and all college-affiliated events
- Limited exclusion from campus
- Meetings with the vice president for student life (or designees)
- Health & Counseling Services meetings
- Alcohol and Other Drug use assessments or other therapeutic interventions
- Consultation with other members of the community
- Educational programs
- Coursework at an external institution
- Apologies
- Behavioral expectations contract
- Reflection essays
- Financial restitution
- Disciplinary probation
- Information released outside the college
- Loss of alumni privileges
- Restriction or hold on transcripts, registration, and receipt of diploma until sanctions have been completed
- No-contact orders
- Room inspection and search
- Removal from Reed-owned housing
- Restrictions related to living in or accessing Reed-owned housing
- Restrictions or removal related to on-campus student employment, appointed or volunteer positions, or participation in college organizations or events

APPEALS

The Respondent and Complainant may appeal the decision of the president (or designee) within ten working days of notification of the decision as outlined in Section 7 of the Judicial Board Code. An appeal must be made in writing (there is generally no in-person hearing with the appeals board) to the chair of the appeals board on the basis of any (or all) of the following three grounds:

1. The sanctions were too lenient or too severe.
2. There was procedural error in the original hearing of the case that significantly affected the outcome.
3. There is new or newly discovered evidence that would have significantly affected the original decision.

All sanctions remain in effect during the appeal process unless the vice president for student life opts to hold one or more of the sanctions in abeyance. The Respondent may submit a written petition to the vice president for student life for such a waiver; however, they must do so within five working days of filing the appeal.

The appeals board submits their recommendations to the vice president for student life (or designee) and the vice president for student life (or designee) sends a written decision letter to the Respondent and Complainant.

RIGHT TO OUTCOME INFORMATION

The Complainant and Respondent will be informed in writing of the outcome of any Title IX Board disciplinary proceeding, including the results of any appeal. “Outcome” typically means the Respondent’s name, the institution’s final determination with respect to the alleged violation(s), and any sanctions imposed against the Respondent, including the rationale for the decision. Decision letters will address the extent to which Complainant and Respondents may redisclose outcome information.

Legal assistance

Respondents may wish to seek legal counsel to be advised of their rights during adjudicative, administrative, civil, and criminal proceedings.

The college does not provide legal assistance. Respondents may consult a private attorney and may consider utilizing the Oregon State Bar Lawyer Referral Service (LRS) to find an attorney.

According to the Oregon State Bar, LRS attorneys are in good standing with the bar, have no current disciplinary proceedings pending, carry malpractice insurance, and agree to abide by specific customer service standards. More information may be found on the Oregon State Bar website.

Definitions from the Discriminatory Harassment and Sexual Misconduct (DHSM) policy

The following definitions of sexual harassment, sexual assault, relationship abuse, dating violence, domestic violence, and stalking are taken from the DHSM. They are partially excerpted here for the reader's convenience and should not be used to definitively identify prohibited behaviors.

SEXUAL HARASSMENT

Sexual harassment is any unwelcome conduct of a sexual nature. It can take many forms, and includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Conduct of a sexual nature—including any sexual advance—is unwelcome if the recipient did not request or invite it and if a reasonable person would regard the conduct as inappropriate or offensive . . . All instances of sexual harassment are detrimental to our community and may be violations of the Honor Principle . . .

Gender-based harassment may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex stereotyping, but not involving conduct of a sexual nature.

Sexual harassment is both unlawful and violates [the DHSM] if it creates a hostile environment. Harassment creates a hostile environment if it is sufficiently severe, persistent or pervasive that it either (1) denies, interferes with, or limits a person's ability to participate in or benefit from the College's programs or activities; or (2) creates a learning, working, or living environment that a reasonable person would consider intimidating, hostile, or offensive.

A single severe incident of sexual harassment may create a hostile environment. Harassment in which submission to conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's education, employment, or participation in any program (quid pro quo harassment) is unlawful and is a violation of this policy.

SEXUAL ASSAULT

Sexual assault is defined in [the DHSM] as non-consensual sexual contact or non-consensual sexual intercourse.

Consent is conscious, relevantly informed, and fully voluntary agreement to, or permission for, an act. The following points should be emphasized:

- To consent is to actively agree to, or actively give permission for, something. Consent should never be assumed, but must be actively obtained by all parties. Consent can be communicated nonverbally . . . To consent is not to be in a passive state.
- Silence or inaction do not, in and of themselves, communicate consent. The absence of an explicit denial of consent does not constitute consent.
- Consent to one form of sexual activity does not by itself constitute consent to any further sexual activity.
- A person can remove consent to an ongoing activity at any time during that activity, or thereafter for subsequent activity.
- Previous or ongoing sexual relationships or encounters do not in and of themselves constitute consent to any subsequent sexual acts.
- Consent cannot be forced or coerced; agreement or permission due to duress, coercion, threat, implied threat, or intimidation does not constitute consent.

- A person who is asleep, or physically or mentally incapacitated—whose judgment is seriously impaired by alcohol, other drugs, or other factors, such as lack of sleep—cannot give consent.
- Intoxication or impairment by alcohol or other drugs, or any other mental impairment, of the person initiating the unwanted contact is not a defense... and does not diminish one’s responsibility to obtain consent before sexual contact...
- Oregon state law considers persons under the age of 18 to be incapable of consent to sexual activity (ORS §163.315). If lack of consent is due only to the age of the parties, and consent is otherwise present, it may be a defense to violation of [the DHSM] and certain crimes under Oregon law (ORS §163.345) when there is less than three years’ age difference between the parties.

RELATIONSHIP ABUSE

Relationship abuse is defined as coercive, manipulative, abusive, or violent behavior on the part of the abusive partner in a personal, intimate relationship.

Relationship abuse is directed primarily against a person who is or has been involved in a sexual, dating, domestic, or other emotionally, romantically, or physically intimate relationship with the Respondent, although the abuse may be directed toward the family members, friends, pets, or property of the targeted partner. Relationship abuse can encompass a broad range of behavior, including, but not limited to, coercive, abusive, or violent behaviors that are physical, sexual, psychological, verbal, economic, or emotional in nature. The behaviors generally form an ongoing pattern, although one severe instance of physical or sexual abuse may be sufficient to establish relationship abuse.

Examples of relationship abuse may include the following:

- Emotional or verbal abuse: words or actions used to manipulate or denigrate the targeted partner(s)
- Threats and intimidation: coercion and manipulation, including threats of self-harm, used to compel the target to behave as directed; exhibiting extreme possessiveness or jealousy to control or compel the targeted partner(s) behavior; threatening to share information that could damage the target’s reputation or relationships with others; threatening to harm the target’s family,

friends, pets, or property; threatening the target with physical or sexual harm

- Isolation and restriction of freedom: isolating or confining the target for a substantial period of time; repeatedly depriving the target of personal freedom of movement or access to friends, family, or support systems
- Resource abuse: forcible or coercive denial of use or access to owned or shared assets, or limiting or controlling access to education or work; words or actions aimed at manipulating the financial or legal situation of the target
- Harm to property or pets: attempting to cause or causing damage or injury to property owned or controlled by the target or to the target's pets; interfering with the target's access to property they own or control or to their pets.

[Types of relationship abuse that are not physical or sexual and are not stalking are not prohibited by the DHSM but may be Honor Principle violations. A formal Complaint of relationship abuse between Reed community members may be heard by the appropriate adjudicative board.]

DATING VIOLENCE

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the target. It includes but is not limited to sexual or physical abuse or the threat of such abuse.

DOMESTIC VIOLENCE

Domestic violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the target or by a person who is cohabitating with or has cohabitated with the target as a spouse or intimate partner; or by a person with whom the target shares a child in common; or by a family or household member as defined by ORS §135.230. Dating violence and domestic violence are prohibited by [the DHSM].

STALKING

Stalking is engaging in two or more acts targeting a specific person that would cause a reasonable person to feel apprehension for the target's safety or the safety of others or cause a reasonable person to suffer substantial emotional distress. Those acts may include but are 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 or pets.

For purposes of this definition, substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking is prohibited by the [DHSM].

Resources

ON CAMPUS

Reed Health & Counseling Services

503/777-7281; after hours use Reed Counseling Hotline: 866/432-1224
reed.edu/health_center

Counseling and mental health services at the Health & Counseling Center (HCC) are provided by a multidisciplinary team. All of the clinicians at the HCC are particularly suited to dealing with issues affecting college students and the unique student body at Reed.

The HCC offers same-day walk-in appointments every weekday at 3 p.m. For urgent after-hours needs, the HCC contracts with the Reed After Hours Crisis Line, a call service staffed by specially trained mental health professionals to assist with urgent psychological or psychiatric questions or concerns.

As with most services offered by the HCC, appointments with counselors and prescribing clinicians are free of charge to full-time students.

Associate Dean, Academic Life (Julie Maxfield)

503/517-7916
maxfielj@reed.edu
reed.edu/student_life

The associate dean (or designee) provides support to Respondents by providing information about Reed's Title IX investigative and adjudicative processes, making appropriate referrals to campus resources and helping students to navigate academic and social challenges.

The associate dean (or designee) is available to meet in person with Respondents throughout Title IX investigative and adjudicative processes as they consider their options for responding to allegations of sexual assault, sexual harassment, stalking, and relationship abuse, including dating and domestic violence.

Title IX Coordinator (Santi Alston)

503/777-7379
alstons@reed.edu
reed.edu/title-ix

Director of Community Safety (Gary Granger)

503/777-7379

grangerg@reed.edu

reed.edu/community_safety

Title IX Board

reed.edu/honor_principle/adjudication/title-nine-board

Judicial Board Code

reed.edu/academic/gbook/comm_pol/judicial-board-code.html

Discriminatory Harassment and Sexual Misconduct Policy

reed.edu/academic/gbook/comm_pol/dhsm_policy.html

OTHER RESOURCES

Oregon State Bar Lawyer Referral Service

www.osbar.org/public/ris/

Family Educational Rights and Privacy Act (FERPA)

www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html

Title IX – Office for Civil Rights, Department of Education

www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

Self-care for Respondents

Title IX investigative and adjudicative processes can be stressful and may impact academic responsibilities and social relationships. Respondents are encouraged to get support from friends, family members, Seconds, Advisors, and counselors at Reed's health & counseling services and with any other supportive on- and off-campus resources.

REED COLLEGE