



# UNIVERSITY OF RHODE ISLAND

## RIGHTS AND RESOURCES GUIDE

SEXUAL MISCONDUCT & INTERPERSONAL  
VIOLENCE RIGHTS AND RESOURCE GUIDE FOR  
STUDENTS, FACULTY, AND STAFF

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## WHY MAKE THIS GUIDE?

The University of Rhode Island, in compliance with the Clery Act and including amendments by the Violence Against Women Reauthorization Act of 2013, has prepared the information in this guide for all victims/survivors of dating violence, domestic violence, sexual assault and stalking.

URI wants you to have access to as much information as possible to help you understand your options and available resources, so you can make informed choices. It is important to note there is no one correct response – simply different options to access support and different reporting options. Your immediate and long-term safety is what's most important. The resources and options outlined below might be helpful as you decide what next steps are a good fit for you.

## DEFINITIONS

Interpersonal violence is a broad term that includes experiences of dating violence, domestic violence, sexual assault and stalking.

### **Domestic Violence:**

Includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or who has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family laws of the State of Rhode Island, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

### **Dating Violence:**

Defined as violence committed by a person a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship will be determined by the reporting party's statement and based on a consideration of the following factors:

- The length of the relationship;
- The type of relationship;
- The frequency of interaction between the persons involved in the relationship.

### **Sexual Assault:**

Defined as any sexual act directed against another person without consent of the victim, including instances where the victim is incapable of giving consent.

### **Stalking:**

Defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the their own safety or the safety of others; or
- Suffer substantial emotional distress.

For more detailed definitions of these offenses, please refer to Rhode Island Law (R.I.G.L. 11-37-1 through 11-37-6), (R.I.G.L. 11-59-1 through 11-59-2), (R.I.G.L. 12-29-2), (R.I.G.L. 16-22-24) and [the University Student Handbook](#) and the [Title IX Policy](#).

## Confidentiality and Reporting

**PRIVATE RESOURCES:** If a student or staff member wants to discuss an experience of sexual assault, dating violence, domestic violence, or stalking with someone on campus, many resources are available where personally identifying information is kept private, only notifying the Title IX Coordinator and/or Dean of Students Office. These resources are explained further on the next page of this guide.

**CONFIDENTIAL RESOURCES:** If a student wants to discuss an experience of sexual assault, dating violence, domestic violence, or stalking with someone on campus who does not have a responsibility to report the incident to the Title IX Office, they may access any of the following services: the Counseling Center, Health Services, VPAS, the Psychological Consultation Center, or a member of the Chaplain Association. If a faculty or staff member wishes to speak to someone about an experience of sexual assault, dating violence, domestic violence, or stalking who does not have a responsibility to report, contact the Employee Assistance Program at (866) 248-4094 for support.

**REPORTING:** Disclosure of any incident of sexual assault, dating violence, domestic violence, or stalking to many members of the campus community may require the incident to be reported to the Title IX Coordinator and/or Dean of Students Office. Violence Prevention and Advocacy Services (VPAS) will work with the reporting student to discuss what resources are available as well as discuss possible investigation options.

**REQUESTING CONFIDENTIALITY:** If a student, staff, or faculty member speaks with a non-confidential resource (such as a private resource or faculty, staff, resident advisors, academic advisors), regarding their experience of sexual assault, dating violence, domestic violence, or stalking, yet wishes to have the incident remain private, the student and faculty/staff member can request privacy from the Title IX Office and/or Dean of Students Office. In most cases, the privacy of the reporting party is maintained and information regarding the incident is not shared without a release and permission from the student.

## WHY REPORT A SEXUAL ASSAULT, SEXUAL HARASSMENT, OR ANY OTHER VIOLENT CRIME?

Reporting a crime does not require you to file criminal charges, but it does connect you to available support systems. Whether or not you decide to prosecute, reporting the incident may save someone else from becoming a victim. If you are seeking help and guidance, you can do so anonymously.

While it is strongly encouraged to report the crime immediately while evidence is still new, non-judgmental support is still available if you do not reach out right away.

## IMPORTANT STEPS TO TAKE

### FIRST STEPS: THINGS TO CONSIDER



#### Are you in danger?

**Dial 911 and get yourself somewhere safe.**

Once safe, Violence Prevention and Advocacy Services can be reached during normal business hours, Monday – Friday 8:30 a.m. – 4:30 p.m. by dialing 401-874-9131, and may also be able to help coordinate next steps after you have been impacted by sexual assault, domestic & dating violence, or stalking. Health Services can also provide support and reach the Violence Prevention and Advocacy Services Monday – Fridays 8:00 a.m. – 8:00 p.m. and Saturday and Sunday from 8:00 a.m. – 4:00 p.m. The Coordinator for Violence Prevention and Advocacy Services serves in an on-call capacity; therefore, you will be able to seek support after hours if you report the assault to the Police or Health Services.



#### Seek Medical Help

Try to seek medical attention immediately. Contact 911 for immediate help. You can also contact Health Services at 401-874-2288 or visit a local hospital (see Page 8 for locations). You can receive medical attention at any medical facility; however, certain facilities have trained staff to help survivors of sexual assault and/or have the ability to offer a sexual assault forensic exam (SAFE), which is conducted by a Sexual Assault Nurse Examiner (SANE) Nurse. Medical exams can also address other physical needs or trauma and assess for sexually transmitted infections or pregnancy.



#### Seek Support

Know that you are not alone and there are many resources available to help you both on and off campus. The University seeks to provide a safe, survivor-informed environment where every person is comfortable reporting an incident of sexual assault, dating violence, domestic violence, or stalking.



#### Report

Survivors/victims can report any acts of interpersonal violence to any of the on-campus private or on-campus confidential resources. Reporting to the on-campus private resources will generate a report to the Title IX office and will also connect the survivor/victim to support services on campus. You have the option to notify law enforcement authorities about the incident, be assisted by campus authorities in notifying law enforcement, and the option to decline to notify such authorities. The University of Rhode Island will comply with an individual's request for assistance in notifying authorities.

#### Preserve Evidence



It is important to preserve evidence that may be useful in obtaining a protection order or in proceeding with a criminal investigation or a disciplinary process should you choose to do so. Completing a forensic exam does not require you to file a police report or report to the institution, although we encourage these reports if you are comfortable doing so.

If you are the victim of a crime, preserve all evidence of the incident:

- Document as much as you can recall about the assault/crime and perpetrator;
- Preserve all electronic communications related to the assault/crime and perpetrator (e.g. text messages, emails, social media, dating apps, messages, etc.);
- Do not clean or remove anything from the scene of the assault/crime;
- Do not bathe or brush your teeth, do not wash or discard clothing or bedding;
- Store all items associated with the assault in a paper bag.

**Within 96 hours of a sexual assault**, survivors/victims have the option to request a sexual assault forensic examination (SAFE) at a local hospital (see page 8 for local hospitals) to preserve evidence. You are not required to file a police report. Should you elect to have a forensic examination completed, you do not have to use your personal insurance, thus avoiding parents/guardians receiving bills from the exam (reach out to Violence Prevention and Advocacy Services for assistance with this). The forensic examination will help preserve evidence should the survivor/victim decide to file a police report at a later date.

## EMOTIONAL AND PHYSICAL IMPACT

Emotions are to be expected.

Dating violence, domestic violence, sexual assault, and stalking are significant and can be traumatizing. Though each person's experience is unique, there are a wide range of emotions that may be felt over the days, weeks, months and even years following a traumatic experience. These reactions may change over time and it may be helpful to address them with the assistance of a trained counselor or therapist, victim/survivor advocate, or even a trusted friend or family member.

Possible physical effects may include:

- Pain and soreness
- Injuries
- Nausea, Vomiting
- Headaches
- Panic attacks
- Sleep pattern disturbances
- Insomnia or sleeping more than usual
- Loss of appetite or change in eating habits (overeating or undereating, etc.)

Possible psychological and/or emotional effects may include:

- Impaired memory
- Shock, Denial
- Irritability and anger
- Sadness and grief
- Social withdrawal
- Apathy (detachment, loss of caring)
- Hypervigilance (always on guard)

Experiencing sexual violence or an abusive relationship can be a traumatic event. There is no right or wrong way to feel, and everyone handles stress differently. It is okay if your experiences don't fit into these categories – everyone responds differently. There are resources on and off campus who you can reach out to.

## RECOGNIZING THE SIGNS

### SIGNS OF STALKING

Stalking may involve family members, friends, intimate partners, classmates, coworkers, casual acquaintances, or even total strangers – but most frequently, stalkers know their victims. Stalking is most dangerous when it occurs as part of an abusive relationship. An attempt to end an abusive relationship often causes the abuser to become more possessive, which can lead to stalking.

Online Stalking or cyberstalking is the use of technology such as the internet, email, social media, or other telecommunication technologies to harass, threaten, or intimidate another person. Cyberstalking may take many different forms; a cyberstalker may:

- use the internet to identify and track you;
- send unsolicited email, including hate mail, obscene or threatening messages;
- post messages about you or spread rumors through social media;
- create websites that provide false or real information about you;
- assume your identity online to embarrass you, to pry into your personal life, or for other negative purposes.

If you are being stalked, the University can provide assistance by:

- helping record evidence in case of further investigation;
- creating a safety plan;
- reviewing policy control on the internet and social media and limiting publicly available information;
- assisting you in filing a complaint with the Office of Community Standards to report the behavior.

### SIGNS OF ABUSIVE RELATIONSHIPS

There are a variety of methods someone can use to exert power and control over you. If you think you or a friend are experiencing this type of interpersonal violence, there is a list of resources within this resource guide. Below are some warning signs of abuse

**Jealousy and Possessiveness:** For example: following you or showing up uninvited, extreme jealousy, seeing you as property or “less than.”

**Emotional Abuse and Humiliation:** For example: making fun or your weight, your clothes, telling you that you deserve to be treated in that way or deserve abuse, constantly criticizing you.

**Manipulation and Limiting Independence:** For example: using anger or silent treatment as punishment, controlling your finances, monitoring your alcohol intake.

#### **Physical Abuse**

For example: punching, hitting, throwing objects, etc.

**Sexual Abuse:** For example: using drugs to get sex, comparing you to past partners.

**Threats and Intimidation:** For example: threatening you with harm, threatening or harming your pets, warning you they'll commit suicide if you break up with them.

**Academic Abuse:** For example: transferring into your class to monitor you, keep you from going to class, prohibit you from participating in class, checking your grades.

**Isolation:** For example: controlling what you do and who you spend time with, pressuring you to choose between them and your family or friends.

## ADDITIONAL RELEVANT DEFINITIONS

**Consent:** Consent is a mutual, voluntary, and informed agreement to participate in specific sexual acts with another person that is not achieved through manipulation, force, or coercion of any kind, and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct or action, indicating that an individual has freely chosen to engage in the specific sexual acts. Impairment or incapacitation due to alcohol and/or drug use, permanent/ temporary psychological or physical disability, and being below the age of consent (age 16) are factors which detract from or make consent impossible. Silence or an absence of resistance does not imply consent; consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act. Consent may be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop.

**Incapacitation:** Incapacitation means the person is incapable of giving consent. A person is incapacitated if that person is in a physical or mental state that causes the person to be unable to make a knowing and voluntary choice to engage in the specific sexual acts. A person may become incapacitated due to many factors, including the use of alcohol and/or drugs, or when the person is asleep or unconscious, or due to intellectual or other disability. When determining incapacitation, the inquiry is whether a sober, reasonable person should have known the person was incapacitated and could not provide consent. Evidence of incapacitation may include, but is not limited to, slurred speech, bloodshot eyes, the smell of alcohol on breath, unsteadiness when walking, vomiting, unusual behavior, etc.

**Force:** The use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual activity. There is no requirement that a party resists the sexual advance or request, but resistance will be viewed as a clear demonstration of non-consent.

**Coercion:** The use of pressure to compel another individual to initiate or continue sexual activity against an individual's will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Examples of coercion include but are not limited to: threatening to "out" someone based on sexual orientation, gender identity, or gender expression, and threatening to harm oneself if the other party does not engage in the sexual activity.

## CONFIDENTIALITY

### FOR THOSE WHO FILED A REPORT

The Clery Act requires the University to send out a timely warning if a Clery crime has occurred and it is determined by law enforcement that there is an ongoing threat to the community. The University will make all reasonable efforts to notify the victim/survivor prior to the dissemination of that timely warning. If a timely warning needs to be sent out to the community, the University will not disclose the identity of the victim/survivor within that timely warning. Additionally, the University is required to maintain a crime log, and in doing so, will ensure the confidentiality of the victim/survivor by not revealing their name in the daily crime log.

The University, to the extent possible, will keep any supportive measures confidential to the extent that it does not impair the ability of the institution to provide them.

## ON CAMPUS PRIVATE RESOURCES

Utilizing the following private resources means that a formal report will be made, however, in most cases personally identifying information is kept private when requested by the reporting party and when applicable. Using these resources allows the reporting party to have access to university services including academic or housing accommodations, supportive measures, and investigations/adjudication procedures.

**S** = Available for Students/Graduate Students (on any campus) **E**= Available for URI Employees (on any campus)

The information you provide to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator and/or Dean of Students Office to ensure victim/survivor safety, and awareness of resources and reporting options.

### Dean of Students Office

Memorial Union  
Kingston Campus  
401.874.2098

[web.uri.edu/deanofstudents/](http://web.uri.edu/deanofstudents/)

**S**

### Office of Community Standards

Adams Hall, Lower Level  
Kingston Campus  
401.874.2101

[web.uri.edu/studentconduct/](http://web.uri.edu/studentconduct/)

**S**

### Office of Equal Opportunity

Carlotti Building  
Kingston Campus  
401.874.4929

[web.uri.edu/equal-opportunity](http://web.uri.edu/equal-opportunity)

**S E**

### Title IX Coordinator

Carlotti Building  
Kingston Campus  
401.874.5780

[web.uri.edu/titleix/](http://web.uri.edu/titleix/)

**S E**

### URI Police

85 Briar Lane  
Kingston Campus  
**EMERGENCY: 911**  
401.874.4910

[web.uri.edu/police/](http://web.uri.edu/police/)

**S E**

### Human Resources

80 Lower College Road  
Kingston Campus  
401.874.2416

[web.uri.edu/hr](http://web.uri.edu/hr)

**E**

## ON CAMPUS CONFIDENTIAL RESOURCES

The following confidential resources are not required to report the information you share to the Title IX Coordinator or Dean of Students Office.

**S** = Available for Students/Graduate Students (on any campus) **E**= Available for URI Employees (on any campus)

The information you share remains with you and the individual you share the information with. The resource is not obligated to report to Title IX or anyone else unless there is a concern for your safety or the safety of others.

### Violence Prevention & Advocacy Services

Health Services  
Kingston Campus  
401.874.9131

[health.uri.edu/vpas/](http://health.uri.edu/vpas/)

**S**

### Counseling Services

Roosevelt Hall  
Kingston Campus  
401.874.2288

HOURS:

Monday – Friday  
8:30 a.m. – 4:30 p.m.

Crisis walk-in available  
**CRISIS SERVICES**

**AFTER HOURS:**

Call 401.874.2288 and you will be connected to a counselor through TELUS Health.

[web.uri.edu/counseling](http://web.uri.edu/counseling)

**S**

### Psychological Consultation Center

Chafee Hall  
Kingston Campus  
**EMERGENCY: 911**

NON-EMERGENCY: 401.874.4263

[web.uri.edu/pcc/](http://web.uri.edu/pcc/)

**S E**

### Health Services

Potter Building  
Kingston Campus  
401.874.2246

Fall/Spring Semester Hours

Monday – Friday

8:00 a.m. 8:00 p.m.

Saturday – Sunday

10:00 a.m.– 4:00 p.m.

Available for medical attention following crime of violence and prophylactic medication (to prevent HIV, STIs, and pregnancy) following a sexual assault.

[health.uri.edu](http://health.uri.edu)

**S**

### Pastoral Chaplain Association

6 Fraternity Circle  
Kingston Campus  
(401) 874 – 2740

[web.uri.edu/chaplains/](http://web.uri.edu/chaplains/)

**S E**

### Employee Assistance Program

(866) 248-4094

[employeebenefits.uri.gov/wellness/eap.php](http://employeebenefits.uri.gov/wellness/eap.php)

**E**

# FINANCIAL AID, TRANSPORTATION, AND IMMIGRATION SUPPORT

## Financial Support

The University has resources that can help provide assistance with your financial aid by contacting the University's financial aid office. The State of Rhode Island also has a [Crime Victims Compensation Program](#) that assists in the reimbursement of expenses related to violent crimes. For information regarding Financial Aid, contact the University's Enrollment Services Office located in Green Hall, Kingston Campus or by dialing 401.874.9500.

## Transportation Support

The University will assist students while they are on campus if they no longer feel safe walking by themselves. Download the TransLoc app and request a Rhody Safe Ride, or contact URI SafeWalk/SafeRide at 401.874.7233 to be escorted by URI Police after Rhody Safe Ride hours.

## Immigration and International Student Support

If you are having difficulty with your classes or are falling behind in school, you may have trouble maintaining your legal student status. International students may be eligible to apply for asylum if they are a victim of a crime, such as assault and violence. The Office of International Students and Scholars can assist. They can be reached by dialing 401.874.2395.

# OFF CAMPUS RESOURCES

Various off-campus resources are available for students, faculty and staff. Utilizing an off-campus resource does not limit a student's ability to also use on-campus resources. There may be costs associated with utilization of these off-campus resources.

## Day One

Provides 24-hour support, information, and advocacy for those impacted by crimes of violence.

24-HOUR HOTLINE: 800.494.8100

[dayoneri.org/](http://dayoneri.org/)

## Domestic Violence Hotline

Advocates are available 24/7 at 800.799.SAFE (7233) in more than 200 languages. All calls are free and confidential.

24-HOUR HOTLINE: 800.799.7233

[thehotline.org/help/](http://thehotline.org/help/)

## Local Police Departments

**ANY EMERGENCY: 911**

**PROVIDENCE POLICE: 401.272.3121**

**SOUTH KINGSTOWN POLICE: 401.782.3321**

**NARRAGANSETT POLICE: 401.789.1091**

**WEST GREENWICH POLICE: 401.397.7191**

**UNIVERSITY OF RHODE ISLAND POLICE: 401.874.4910**

## State Crime Victims Helpline

Serves as a resource to assist victims of crimes and keep them informed about the process of their case. This helpline may provide financial assistance when victims have medical bills due to the assault.

401.462.7655

[riag.ri.gov/CriminalUnit/VictimServicesUnit.php](http://riag.ri.gov/CriminalUnit/VictimServicesUnit.php)

## LOCAL HOSPITALS TO SEEK MEDICAL ATTENTION:

### South County Hospital

*24 Hour Emergency Room for medical attention following a physical and/or sexual assault. Does not have a SANE\* nurse on a 24/7 basis.*

100 Kenyon Ave., Wakefield, Rhode Island

401.782.8000

## LOCAL HOSPITALS WITH A SANE NURSE ON 24/7:

*The following are 24 Hour Emergency Departments for medical attention following a physical and/or sexual assault.*

*Ability to obtain a forensic exam (to preserve evidence); medical attention; as well as pregnancy, STIs, and HIV prophylaxis medication.*

### Women and Infants Hospital

101 Dudley Street, Providence, RI 02905

401.274.1000

### Rhode Island Hospital

80 Dudley Street, Providence, RI 02905

401.274.1000

### Newport Hospital

20 Powel Avenue, Newport, RI 02840

401.846.6400

\*SANE Nurses (Sexual Assault Nurse Examiner) are nurses who have completed additional training to perform forensic exams for survivors/victims. The exam typically takes approximately 4 hours.

# SUPPORT WITH MAINTAINING SAFETY – ORDERS OF PROTECTION

## ISSUED BY LAW ENFORCEMENT OR THE COURT SYSTEM

### IF YOU ARE IN IMMEDIATE DANGER, DIAL 911

#### **No Contact Orders** – Issued through criminal process

No contact orders are issued in all dating/domestic violence cases at the arraignment (when the defendant is formally read their criminal charges by a Judge or a Justice of the Peace, typically the day of the arrest). This means neither party involved in the incident can have any contact with each other. The No Contact Order is in effect for the entire length of the criminal case, including the length of the sentence, and can only be dropped by the request of the victim. **Any violation of a No Contact Order should be reported to the police immediately.**

#### **Restraining Orders** – Issued through court system

Restraining orders can be enacted whether or not there is a criminal case and can be issued when there has been physical or sexual abuse, threats of violence, or stalking.

#### **Criteria to Apply for a Restraining Order**

To obtain a Family or District Court restraining order, you must complete the required paperwork, including an affidavit (a statement) describing the specific ways the defendant physically or sexually abused you, threatened to abuse you, or stalked you. It is free of charge to apply for a restraining order. If the defendant lives out of state, there may be a fee of service for the order, depending on the state's policy. A Temporary Restraining Order (TRO) is issued when you first apply. This order is in effect for 21 days to allow time for the defendant to be served. If the restraining order is granted at the second hearing, it can be in effect for up to three years, depending on the circumstances. You can return to the court to apply for an extension before the order expires.

#### **Where to File for a Restraining Order**

**Family Court:** If the individual you are seeking protection against is a spouse, former spouse, person with whom you have a child, an adult related to you by blood or marriage, or a minor with whom you (must also be a minor) are in a dating relationship.

**District Court:** If the restraining order you are seeking is for protection against an adult with whom you currently live, an adult with whom you have lived with in the past three years, or an adult with whom you are currently in a dating relationship with or have been in the past year.

**Superior Court:** Any person who does not qualify for Family or District Court may apply for a Superior Court Order. *Unlike Family and District Court restraining orders, a violation of a Superior Court order is not an arrestable offense.* There is a filing fee, but you can apply for a waiver.

## ISSUED BY THE UNIVERSITY

#### **No Contact Orders**

The University can issue No Contact Orders through the Dean of Students Office of Community Standards. No Contact Orders are issued through the University when the student conduct process is initiated. No Contact Orders issued through the school have no criminal ramifications, but those violating the No Contact Order can be held responsible through the University Conduct System.

**Should a No Contact Order be violated, it is essential to keep all evidence of contact and report it to the Dean of Students Office at 401.874.2098 or to the Office of Community Standards at 401.874.2101. If you feel you are in immediate danger, always call the police at 911.**

# SUPPORTIVE MEASURES

## ISSUED BY THE UNIVERSITY

### For Cases Involving Students:

Interim measures are individualized services offered as appropriate to either or both the Reporting Party or the Responding Party prior to an investigation or while an investigation is pending. Supportive measures are determined on a case-by-case basis and may include counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar accommodations. Requests for interim measures may be made to the Dean of Students or designee through Violence Prevention and Advocacy Services or through Respondent Services.

### For Cases Involving Faculty/Staff:

If, during the initial consultation, the Deputy Title IX Coordinator in the Office of Affirmative Action and/or the Title IX Coordinator determines that immediate action may be necessary to protect the rights, interests, or safety of the Complainant, Respondent, or the campus community, the Deputy Title IX Coordinator in the Office of Equal Opportunity or the Title IX Coordinator will advise the Vice President of Human Resources and Division/Office of Student Affairs (if applicable) of the situation. Upon consultation with appropriate Deputy Title IX Coordinator in the Office of Affirmative Action or the Title IX Coordinator, immediate action may be taken which may include temporary changes in duties and responsibilities, directives to Complainant and Respondent regarding personal contact, warnings to the Respondent and, in severe cases, the immediate suspension of the Respondent pending the completion of a formal investigation. These remedial and protective actions may be coordinated with any similar actions independently provided by the Institution upon the request of the Complainant where appropriate.

# REQUESTING SUPPORTIVE MEASURES

## IF YOU HAVE BEEN IMPACTED BY INTERPERSONAL VIOLENCE

The University of Rhode Island will make every effort to offer supportive measures for academic, living, transportation, working situations, if requested and reasonably available. Survivors/victims do not need to report to law enforcement to receive these accommodations. The institution will make every effort to maintain confidentiality. Supportive measures are also available for the responding party and can be requested.

## SUPPORTIVE MEASURES FOR STUDENTS

If reasonably requested and available, supportive measures can be requested by students impacted by interpersonal violence in the following areas: academic situations, living area, transportation, and in their employment. Certain supportive measures such as a University-issued No Contact Order can also be implemented if the student decides to move forward in the conduct process. Students do not need to file a police report or conduct report to request accommodations. Students may contact the following office for assistance with accommodations:

### Violence Prevention & Advocacy Services

Health Services, Kingston Campus  
401.874.9131

[health.uri.edu/vpas/](http://health.uri.edu/vpas/)

**S**

### Title IX Coordinator

Carlotti Building, Kingston Campus  
401.874.5780

[web.uri.edu/titleix/](http://web.uri.edu/titleix/)

**S E**

## SUPPORTIVE MEASURES FOR FACULTY AND STAFF

If reasonably requested and available, supportive measures can be requested by faculty and staff impacted by interpersonal violence in the following areas: academic situations, living area, transportation, and in their employment. Certain supportive measures can also be implemented if the faculty or staff and Office of Title IX and/or Human Resources deems it appropriate. Students do not need to file a police report or conduct report to request accommodations. Students may contact the following office for assistance with accommodations:

### Title IX Coordinator

Carlotti Building, Kingston Campus  
401.874.5593

[web.uri.edu/titleix/](http://web.uri.edu/titleix/)

**S E**

### Human Resources

80 Lower College Rd., Kingston Campus  
401.874.2416

[web.uri.edu/hr/](http://web.uri.edu/hr/)

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# REPORTING

## OFFICES ON AND OFF CAMPUS TO REPORT A CRIME OF DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING AND SEXUAL ASSAULT

Survivors/victims have the option to report to any of the following resources on or off campus. Any Campus Security Authority must report any Clery Crime in a timely manner to the URI Police by dialing 911 if the crime is occurring. Any Responsible Employee must report knowledge of any Title IX-related crimes to the URI Title IX Coordinator. Survivors/victims of interpersonal violence have the right to file a report against the individual who harmed them with the following resources. These resources can investigate the crime through the legal process or University's disciplinary process. Depending on your situation and comfort level, you may decide to request a University or law enforcement response. It is important to know the difference between action taken at the University and action taken by the criminal process.

### CAMPUS PROCESS

- Has power to discipline in accordance with related URI policy;
- Responsibility based on "preponderance of evidence"; standards within the student conduct process or more likely than not that a policy was violated;
- Limited ability to impose penalties or restrictions for those not affiliated with the University of Rhode Island.

### CRIMINAL PROCESS

- Has power to arrest and charge with a criminal offense;
- Standard of conviction is "beyond a reasonable doubt";
- Only able to take action on conduct that violated a criminal law.

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or online:

[https://cm.maxient.com/reportingform.php?UnivofRhodeIsland&layout\\_id=9](https://cm.maxient.com/reportingform.php?UnivofRhodeIsland&layout_id=9)

### UNIVERSITY DISCIPLINARY OPTIONS

#### Title IX Coordinator

Carlotti Building, Kingston Campus  
401.874.5780

[web.uri.edu/titleix/](http://web.uri.edu/titleix/)

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#### Dean of Students Office

Memorial Union, Kingston Campus  
401.874.2098

[web.uri.edu/deanofstudents/](http://web.uri.edu/deanofstudents/)

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#### Office of Community Standards

Adams Hall, Lower Level, Kingston Campus  
401.874.2101

[web.uri.edu/studentconduct](http://web.uri.edu/studentconduct)

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### LEGAL REPORTING OPTIONS

#### URI Police

85 Briar Lane, Kingston Campus  
EMERGENCY: **911**

NON-EMERGENCY: 401.874.4910

[web.uri.edu/police/](http://web.uri.edu/police/)

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#### Local Police

EMERGENCY: **911**

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# YOUR RIGHTS WHEN YOU REPORT

## TO A RHODE ISLAND LAW ENFORCEMENT AGENCY

Each survivor/victim of a criminal offense who makes a timely report of a crime and cooperates with law enforcement shall have the following rights:

- To receive protection from harm and threats of harm arising from your cooperation with law enforcement;
- To be notified:
  - No less frequently than every (3) months of the status of the investigation;
  - Of arraignment and release of the alleged perpetrator on bail and from custody at adult correctional institutions;
  - With reasonable time prior to all court proceedings in which your presence is required.
- You have the right to decline to report at this time, and retain the right to report at a later date;
- If you choose to decline to report at this time, please consider completing the forensic exam, collection of evidence or preparing a written statement of the incident for the future;
- You have the right to apply for Rhode Island Crime Victims Compensation, which can help pay for non-reimbursed expenses that are the result of a crime reported to law enforcement.

## YOUR RIGHTS UNDER TITLE IX

### If You Have Been Impacted by Interpersonal Violence

- To report the incident, have URI investigate and have prompt and equitable resolution;
- To choose to report to campus and/or local law enforcement;
- To be notified of available confidential and non-confidential resources both on and off campus;
- To have supportive measures, housing and academic, as necessary promptly provided;
- To report any retaliation;
- To be notified of time frames of all major stages of investigation;
- To be advised by a privately retained attorney;
- To present witnesses and evidence;
- URI must resolve your complaint using a preponderance of the evidence (more likely than not) standard;
- To be notified of any outcome, appeal, and sanction that directly relates to you;
- To an equitable appeals process;
- To have proceedings documented;
- To participate in an informal process including mediation as a means of resolution.

### Rights When Alcohol is Involved

Per the University of Rhode Island Student Handbook, the health and safety of every student at the University is of utmost importance. The University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that an incident of violence occurs, including but not limited to, domestic violence, dating violence, stalking, or sexual assault, may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University strongly encourages students to report incidents of violence to institution officials. The Complainant, Respondent, a bystander acting in good faith, or a reporting individual acting in good faith who discloses any incident of violence to the University or law enforcement will not be subject to the University's student conduct code for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the incident of violence.

# DISCIPLINARY PROCESS

## FOR STUDENTS, FACULTY AND STAFF

The University encourages survivors/victims to report incidents of interpersonal violence, which includes gender and sexual based harassment, sexual violence, sexual assault, domestic violence, dating violence, and stalking. However, the individual's decision to report or not report the incident, request interim action, request disciplinary action (whether through the Office of Title IX, local law enforcement or the University Student Conduct System), or cooperate with an investigation will always be respected and supported. In all situations, students will have access to a Violence Prevention and Advocacy Services staff member regardless of their choice to report or not report an incident. Complaints alleging sexual and gender-based harassment, sexual assault, sexual exploitation, domestic violence, dating violence, and stalking are adjudicated under the University's Title IX policy or the Interpersonal Violence Misconduct Policy as determined by the University's Title IX Office. The Office of Title IX will make a determination if that complaint reaches the level of Title IX law, and if not, will refer the case to the Dean of Students Office for adjudication.

**The Office of Title IX will take reports of sexual misconduct, sexual assault, dating/domestic violence and stalking for cases involving students and other students, students and faculty/staff or cases between faculty/staff members.** If a Complainant proceeds with filing a formal complaint, the Title IX Coordinator will determine whether, at the time the complaint is filed, the Complainant meets the criteria per Title IX to make a report and whether the report meets the definition of Sexual Harassment under Title IX.

If the criteria are not met, the Title IX Coordinator will refer the allegation to the appropriate alternative process. **For complaints involving students, the Title IX Coordinator will refer the allegation to the Dean of Students. For complaints involving employees, the Title IX Coordinator will refer the allegation to the Office of Human Resource Administration.**

## COMPLAINT PROCEDURES THROUGH TITLE IX

Upon receipt of a complaint, written notice will be provided to the parties. The notice will include the following information:

- specific details about the alleged incident of Sexual Harassment, including the identities of parties involved, conduct alleged to constitute sexual harassment, date and location;
- time to prepare a response to the allegations;
- the respondent is presumed not responsible, and that a determination of responsibility is made at the conclusion of the grievance process;
- the parties have the right to an advisor of their choice, who may be an attorney;
- the parties may inspect and review evidence;
- the parties are not prohibited from discussing the allegations or gathering evidence, and they will have an equal opportunity to present relevant evidence that they gather;
- the parties will be provided advance written notice when invited or expected to participate in an interview, meeting, or hearing;
- time frames for different steps of the grievance process;
- the provision in the code of conduct that prohibits making knowingly false statements or knowingly submitting false information during the grievance process;
- retaliation is prohibited;
- option for informal resolution process.

## Grievance Process

### Investigation

The University will investigate the allegation made in the complaint using an objective outside investigator. The investigator will gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence.

### Hearing

After receipt of the investigation report, the Title IX Coordinator will promptly appoint a hearing officer who will oversee the hearing process. The hearing officer may be internal or external to the University depending on the circumstances. The hearing officer will preside over the hearing, determine the relevancy of questions of evidence and rule on objections.

The Title IX Coordinator will assemble a hearing panel to hear the evidence and render a determination of responsibility for the allegations at the conclusion of the hearing process.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. Generally, the hearing will be conducted with the hearing officer, the hearing panel, the parties, the advisors, witnesses, and other necessary

University personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

At the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

Except as otherwise permitted by the hearing officer, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing officer, the hearing panel, the Title IX Coordinator, and other necessary University personnel. Witnesses will be sequestered from one another at the hearing until such time as their testimony is complete.

After the hearing is complete, the hearing panel will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The hearing panel will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or because it constitutes impermissible sexual history information. The hearing panel will resolve disputed facts using a preponderance of the evidence (i.e., "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

### **Remedies**

The University will provide persons who have experienced Sexual Harassment under Title IX ongoing remedies as reasonably necessary to restore or preserve access to the University's educational programs or activities.

Remedies may include the same services offered as supportive measures during the pendency of the grievance process; however, they need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

### **Possible Sanctions**

Administrators, faculty members, staff, students, contractors, guests, and other members of the University Community who are found responsible for committing Sexual Harassment under Title IX are subject to the full range of discipline including, but not limited to, verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; permanent separation from the institution (i.e., termination or dismissal); physical restriction from University property; cancellation of contracts; and any combination of the same. Disciplinary sanctions for student violations of the Policy are imposed in accordance with the Student Handbook. Disciplinary sanctions for employee violations of the Policy are imposed in accordance with applicable Human Resource policies and collective bargaining agreements.

## **COMPLAINTS THROUGH DIVISION OF STUDENT AFFAIRS**

If a complaint does not meet the criteria of Title IX, students can file reports against other students through the Division of Student Affairs, Office of Community Standards. A student complainant will be referred to the Office of Student Affairs to make a report to the URI Conduct System under the Interpersonal Violence Policy from the [URI Handbook](#).

### **Investigation**

The University will investigate the allegation made in the complaint using an objective outside investigator or by an internal student conduct officer. The investigator will gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence. The preponderance of the evidence standard (more likely than not) will be used under the Interpersonal Violence Policy for making findings regarding all complaints of sexual and gender-based harassment, sexual assault, sexual exploitation, domestic violence, dating violence, or stalking.

### **Hearing**

The responding student (student who is accused) is charged following a determination by the Office of Community Standards that the behavior meets the threshold of the Interpersonal Violence Policy. If the responding student chooses to deny responsibility, they may request a Conduct Board hearing. Cases involving Sexual Misconduct or Relationship Violence will be heard by a hearing panel of at least three (3) faculty and/or staff members. Students will not serve on hearing panels for Sexual Misconduct and Relationship Violence. The Conduct Board is notified of a request for a Hearing Panel, and the Office of Community Standards sends the Hearing Notification Packet a minimum of five (5) business days prior to the hearing. Students may challenge Hearing Panel members within three (3) business days before the hearing.

Students should present a list of witnesses of fact two (2) days before the hearing to the Student Conduct Hearing Officers. It is the responding student's responsibility to ensure their witnesses are available at the time of the hearing. The hearing will take place and either party can request that they participate in the hearing away from the other students. The Hearing Panel Advisor will send the Outcome Letter to the students within three (3) business days of the hearing. If the student appeals to the University Appeals Board on Student Conduct, the Hearing Panel Advisor along with the Student Conduct Charging Officer prepares the University's response to the appeal.

### Possible Sanctions

Students can be issued a variety of sanctions following a finding of responsibility. These ranges of sanctions can be found in the URI Student Handbook and include a range of sanctions such as Disciplinary Probation, Suspension and Expulsion from the University.

### Reporting Process Overview

