

Don't Be Afraid to Report

Community members are often afraid to report sexual violence or harassment because the use of drugs or alcohol are involved. The University's highest priority is the safety of everyone on campus. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence. Visit wne.guardianconduct.com/conduct-incidents for the reporting form.

In most circumstances, students who report or act as a witness to a sexual misconduct complaint will not be subject to disciplinary sanctions for violations related to the underlying incident.

Retaliation is Not Tolerated

The University prohibits any form of retaliation against anyone who participates in a Sexual Harassment/Title IX proceeding. Any allegation of retaliation will be adjudicated through the relevant disciplinary process.

Examples of retaliation include:

- Pressuring a complainant to withdraw the complaint
- Sending unwelcome messages either directly, through acquaintances, or electronically
- Lowering an academic grade
- Stalking or threatening behavior
- Issuing a poor performance report
- Failing to provide campus services such as housing, billing, registration
- Changing a work schedule and/or work duties
- Damaging personal property

Filing a Complaint

You may make a formal complaint directly to the Title IX Coordinator or Deputy Coordinators.

Sarah Butterick
Title IX Coordinator
413-782-1216
sarah.butterick@wne.edu

Lori Mayhew-Wood
Associate Director of Athletics/SWA
Caprio Alumni Healthful Living Center, Room 105B
413-796-2230
lori.mayhew@wne.edu

Alternatively, you may also contact the Office for Civil Rights, U.S. Department of Education, at 617-289-0111 or email OCR.Boston@ed.gov.

We're here to help.
wne.edu/title-ix

Title IX



Know Your Rights

What Should You Do If You or Someone You Know Has Experienced Sexual Harassment at Western New England University?

WESTERN NEW ENGLAND UNIVERSITY
WNE

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What is Title IX?

Title IX of the Education Amendment of 1972 ("Title IX"), is a federal civil rights law. It prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual harassment by or against students, employees, visitors, minors, or any other persons having dealings with the University.

University Nondiscrimination Policy

Western New England University is committed to the principle of equal opportunity in education and employment. The University does not discriminate on the basis of sex, race, color, creed, national origin, age, religion, sexual orientation, genetics, gender identity, gender expression, veteran status, or disability in admission to, access to, treatment in, or employment in its programs and activities. Visit <https://bit.ly/3tYY2nl> to read the full policy.

Who Can I Talk To?

Students should tell someone who can help, such as faculty members, public safety officers, an advisor, coach, or staff member. Employees should speak to supervisors, human resources personnel, or a vice president.

Western New England University is committed to creating a safe environment in which to learn and work. Any report of sexual harassment is taken seriously. Any community member should report sexual misconduct to the Title IX Coordinator or Deputy Title IX Coordinator; employees who are not designated as Confidential may be required to do so.

Sexual harassment is defined as:

- **Any instance of quid pro quo harassment or "this for that" harassment**
- **Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access**
- **Any instance of sexual assault, dating violence, domestic violence, or stalking that is prohibited by Title IX**

This type of behavior is not tolerated at Western New England University. If you or someone you know has experienced any form of sexual harassment, you are encouraged to report the incident and seek assistance.

What is Consent?

Effective consent means that a person is able to make free, informed, and reasonable choices without the impairment of alcohol, drugs, disability, or fear.

- Consent is effective when it has been clearly communicated.
- Consent can never occur if a person is unconscious, unaware, or otherwise physically helpless.
- Consent can be rescinded at any time.
- Sexual behavior without effective consent can lead to discipline for sexual misconduct, sexual assault, and/or sexual harassment.

While the confidentiality of a report to the University cannot be guaranteed, the University and Title IX Coordinator will work to maintain privacy to the extent possible under the law. Employees are required to share information that they learn about alleged instances of sexual harassment with the Title IX Coordinator. During the grievance process, the Title IX Coordinator will share relevant information with the parties, and will share information with administrators on a need-to-know basis. Community members who wish to discuss reporting options and resources on a confidential basis should contact the Confidential Resource Provider or another Confidential Employee. The Confidential Resource Provider, Kellie Johansen, can be reached at 413-782-1211.

Be Proactive

Western New England strives to provide a learning and living environment that is welcoming to all community members. If you have experienced unwanted, offensive, or inappropriate behavior, we encourage you to report it to the Title IX Coordinator. The University will review each report to determine if there is imminent danger or if we need to alert others. We then conduct an investigation in which we determine if it is more likely than not that a Sexual Harassment/ Title IX violation has occurred. The outcome of the investigation determines if an educational conduct review will take place.

Making a Report