



# **Sexual Misconduct Policy**

**Pacific Lutheran University  
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# Introduction

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# Statement of Policy

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It is a violation of PLU policy for any PLU student to engage in any conduct defined in this policy as **Prohibited Conduct** including without limitation ***Sexual Harassment, Sexual Assault*** and ***Sexual Misconduct, Dating Violence or Domestic Violence*** (“Relationship Violence”) and ***Stalking***, whether or not it occurs on campus. This policy is intended to meet the requirements of applicable federal and state laws. Nothing in this policy restricts any rights that would otherwise be protected from government action by the First Amendment of the U.S. Constitution, deprives a person of the rights that would otherwise be protected from government action under the Due Process Clauses of the Fifth and Fourteenth Amendments of the U.S. Constitution, or restrict any other rights guaranteed against government action by the U.S. Constitution. If this policy becomes inconsistent with any applicable law, it is the University’s intent to update policies to be consistent with applicable laws.

# Education Basis For Policy

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In addition to and co-equal with its legal responsibilities as set out in the Introduction to this policy, PLU, by its mission, is committed to providing an environment in which students can work, live, and study free from all types of Prohibited Conduct. Consistent with its [Equal Educational Opportunity Policy](#), PLU prohibits any discrimination in education and employment on the basis of gender or gender identity (see also [PLU Human Resources Sexual Misconduct Policy](#)). Prohibited Conduct, as listed above, has a serious negative impact on the quality of the educational experience. When a formal complaint is filed and a student conduct process concludes, PLU will seek to remedy the aggrieved party and restore the elements of their educational experience to what was experienced before the Prohibited Conduct occurred. All members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The Sexual Misconduct Policy has been developed to reaffirm these principles and to provide recourse for those individuals who believe they may have experienced or witnessed Prohibited Conduct, as defined by this policy. This policy and the [Student Code of Conduct Procedures](#) also provide the standards and process for the University to determine, after the fact, if behaviors violate the PLU Student Code of Conduct. The University will work to prevent and eliminate Prohibited Conduct by providing a multi-faceted educational program to promote awareness of acceptable and unacceptable behaviors. All members of the PLU community are encouraged to play a role in making their community a safe, educational, and just community. This policy is intended to meet the requirements of applicable federal and state laws. If this policy is inconsistent with any applicable law, it is the University's intent to follow applicable laws.

# Definitions - General

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Pacific Lutheran University, for the purposes of this policy, defines the following terms as follows. Please note that some of these terms may also be used in other contexts, and that they may have different meanings in those contexts.

## **Advisor**

An individual or individuals chosen by the Complainant, Respondent, or Reporter to provide support during the investigation of a report of possible Prohibited Conduct that meets Title IX criteria. The chosen may not already be directly involved in the investigative process (For example - cannot be a witness or Reporter). An advisor's role is to provide guidance through the process and conduct cross-examination of the other party, as applicable. Parties are not permitted to conduct cross-examination themselves.

## **Coercion**

Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to obtain Consent from another. When someone makes it clear that they do not want to engage in Sexual Activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive if Consent is not voluntarily or freely given, or if the individual giving it is not capable of doing so.

## **Complainant**

Any individual submitting notice to the University that they have been the alleged survivor of Prohibited Conduct. See also Responent

- [Reed College](#) Definition of Complainant: "An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment."
- [Wichita State U](#): Complainant "means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.

## **Dating Violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined 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.

## **Domestic Violence**

A pattern of abusive behavior that is used by an intimate partner to gain or maintain power and control over the other intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

Washington State additionally defines domestic violence as physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members; sexual assault of one family or household member by another; or stalking of one family or household member by another family or household member.

## **Formal Complaint**

A signed or affirmed document, electronic or written, alleging a policy violation of PLU's Prohibited Conduct as outlined in this Sexual Misconduct policy.

## **Impacted Party**

The individual/s having been affected by the alleged Prohibited Conduct.

## **Incapacity**

For the purpose of this policy, Incapacity is a condition existing at the time of the incident which prevents a person from understanding the nature or consequences of the Sexual Activity whether that condition is produced by the influence of a substance, or from some other cause. Incapacity is a state where one cannot make a rational, reasonable decision because that individual lacks the ability to understand the who, what, when, where, why or how of the sexual interaction.

The use of alcohol or drugs can prevent an individual from giving valid Consent, even if the person appears to agree to Sexual Activity in the moment. Incapacity may also result from the influence of substances commonly known as "date rape" drugs. Possession, use, and/or distribution of any "date rape" substances, including, without limitation, Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another student is a violation of PLU policy. Incapacity may also result from, without limitation, developmental disability, mental disorder, chemical dependency, and/or age.

## **Informal Resolution**

An option for addressing the formal complaint is facilitated by a trained, unbiased third-party facilitator. This option requires both impacted parties to agree to this process.

## **Investigator**

An appropriately trained individual, who may be a PLU employee, who reviews and investigates reports of Prohibited Conduct that meets the criteria set forth in Title IX legislation.

## **Physical Helplessness**

Physical Helplessness refers to a person who is asleep, unconscious or for any other reason is physically unable to communicate, verbally or nonverbally, valid Consent.

## **Prohibited Content**

Prohibited conduct is the collective term for discrimination, harassment (including sexual harassment), and abuse of authority. ([Global HR Portal](#))

The two forms of prohibited conduct below cover both sex-based harassment, including but not limited to sexual harassment, sexual assault, and sexual exploitation, as well as harassment based on gender identity, gender expression, and nonconformity with gender stereotypes. Sample definitions for italicized terms in the two provisions are offered in the next section. In addition, in the sample definitions, terms that are further defined are also italicized.

1. No person may engage in sex-based harassment that creates a hostile environment in or under any program or activity of this College.
2. No person who is an employee or agent of this College (including a student employee) may condition a decision or benefit on a student's submission to sex-based harassment This document was created by the White House Task Force to Protect Students from Sexual Assault, April 2014 2 (regardless of whether the student resists and suffers the threatened harm or submits and avoids the threatened harm). ([U.S. Department of Justice](#))

## **Relationship Violence**

Dating Violence and/or Domestic Violence

## **Reporter**

An individual who reports to the University a concern regarding possible Prohibited Conduct. A Reporter does not need to be an Impacted Party or Complainant.

## **Respondent**

The individual accused of Prohibited Conduct. See also Complainant.

- [Wichita State University](#): “Respondent means an individual who has been reported to have engaged in conduct that could constitute harassment or discrimination as defined within this policy; or retaliation for engaging in a protected activity.”
- [Reed College](#): “An individual alleged to have violated College policy, who has been named as such in a report or a formal complaint.”

## **Responsible Employee/Mandated Reporter**

An individual who is a PLU employee who has the authority to redress sexual violence, who has the duty to report incidents of sexual violence or other student misconduct, or who a student could reasonably believe has this authority or duty. A responsible employee must report any information about Prohibited Conduct, a Title IX complaint or incident to the Title IX Coordinator on-campus. Responsible Employees on the PLU campus include all faculty/staff/administrators, including Campus Safety student employees and Residential Life student employees.

## **Retaliation**

Pacific Lutheran University prohibits retaliation against any person who reports a Sexual Misconduct violation, any witness who participates in an investigation related to allegations of Sexual Misconduct, or anyone who engages in any similarly protected activity. Retaliation is an adverse action taken against another for reporting a complaint or supporting another’s complaint. Anyone who believes they are experiencing retaliation is strongly encouraged to report that concern to SRR.

## **Sexual Activity**

Intentional contact with the breast, buttock, groin, or genitals, or touching another with any of these body parts, or making someone touch another person with or on any of these body parts; any other intentional bodily contact in a sexual manner. Intercourse (anal, oral, or vaginal), however slight, with any object. In the context of this policy, Sexual Activity may also include the conduct preliminary to or involved in Sexual Harassment, Sexual Exploitation, and Sexual Intimidation.

## **Sexual Assault**

Any type of sexual contact or behavior that occurs by force or without the consent of the recipient of the unwanted sexual activity. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to give consent either due to age or lack of capacity.



## **Sexual Harassment**

Sexual Harassment is gender-based verbal or physical conduct that unreasonably interferes with or deprives someone of educational access, benefits or opportunities. There are three types of Sexual Harassment:

1. *Quid Pro Quo Sexual Harassment*: This exists when there are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and submission to or rejection of such conduct results in adverse educational or employment action.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

## **Sexual Misconduct**

Sexual Misconduct includes Sexual Harassment, Sexual Assault and Sexual Misconduct, Dating Violence or Domestic Violence ("Relationship Violence"), and Stalking.

## **Stalking**

A pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

## **Title IX**

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex-based discrimination. This includes sexual harassment and sexual assault, and applies to all programs that receive federal financial aid.

## **Title IX Coordinator**

The University official charged with ensuring PLU's overall compliance with Title IX and related University Policy.

# Definitions - Violations Of Sexual Misconduct, Vawa Informed

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Prohibited Conduct defined under the PLU Sexual Misconduct Policy include, but are not limited to the following prohibited behaviors:

## **Dating Violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined 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.

## **Domestic Violence**

A pattern of abusive behavior that is used by an intimate partner to gain or maintain power and control over the other intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

Washington State additionally defines domestic violence as physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members; sexual assault of one family or household member by another; or stalking of one family or household member by another family or household member.

## **Non-Consensual Sexual Contact**

Non-Consensual Sexual Contact is any intentional sexual touching, however slight, with any object, by a person upon another regardless of gender, without consent.

## **Non-Consensual Sexual Intercourse**

Non-Consensual Sexual Intercourse is any sexual intercourse (anal, oral, or vaginal), however slight, with any object, by a person upon another regardless of gender, without consent.

## **Relationship Violence**

Dating Violence and/or Domestic Violence

## **Sexual Assault**

Any type of sexual contact or behavior that occurs by force or without consent of the recipient of the unwanted sexual activity. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to give consent either due to age or lack of capacity.

## **Sexual Harassment**

Sexual Harassment is gender-based verbal or physical conduct that unreasonably interferes with or deprives someone of educational access, benefits or opportunities. There are three types of Sexual Harassment:

1. *Quid Pro Quo Sexual Harassment*: This exists when there are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and submission to or rejection of such conduct results in adverse educational or employment action.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

## **Sexual Exploitation - A form of Sexual Harassment**

Sexual Exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other Sexual Misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

1. Prostituting another person
2. Recording images (e.g. video, photography) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent.
3. Distributing images (e.g. video, photography) or audio of another person's sexual activity, intimate body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not Consent to such disclosure and objects to such disclosure.
4. Viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without the person's consent, and for the

purpose of arousing or gratifying sexual desire.

### **Sexual Intimidation - A Form of Sexual Harassment**

Sexual Intimidation involves, without limitation, threatening another person with a sex act against them, stalking, (including cyber-stalking), and/or engaging in indecent exposure.

### **Sexual Misconduct**

Sexual Misconduct includes Sexual Harassment, Sexual Assault and Sexual Misconduct, Dating Violence or Domestic Violence (“Relationship Violence”), and Stalking.

### **Stalking**

A pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

# What To Do If You Are A Victim Of Sexual Misconduct

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If you feel you are the victim of a sexual misconduct violation, some of the following steps may be taken, depending on the severity of the incident and the time elapsed since the incident. Additionally, anyone who observes or suspects a potential sexual misconduct is encouraged to take these steps as well. While these are options for any student, each student is encouraged to do what is best for them and what they feel most comfortable with.

- **Seek Safety:** If a student is in need of immediate safety, get to safety. This can include calling Campus Safety or local law enforcement at 9-1-1 for emergency situations, or RA on Duty if it is between 6pm-8am Sunday-Thursday, 6pm Friday - 8am Sunday.
- **Get Medical Attention:** Students have the option of seeking medical attention for any injuries sustained, preventative treatment for sexually transmitted diseases, pregnancy screenings, and other services related to health and wellness. Students are encouraged to either go to local hospitals for this service, or the PLU Health Center for non-emergency cases. Local hospitals, listed in the Resource section of this policy, are able to perform a Forensic Exam if desired.
- **Preserve Evidence:** Regardless of whether a student thinks they would like to pursue a process through local law enforcement or PLU, students are encouraged to preserve evidence to the best of their ability. The following are suggestions of ways to preserve evidence. While some will not apply to every situation, these are suggestions and not inclusive of ways to preserve evidence.
  - Do not shower, bath, douche, smoke, brush teeth, eat, drink, or change clothes before going to the hospital for medical attention. Go to the Emergency Room for a Sexual Assault Forensics Exam if sexual violence occurred within a reasonable timeframe.
    - Campus Safety or local law enforcement can help with transportation to local hospitals
    - If a student feels they were drugged, it is important to mention this to the medical provider and/or law enforcement as soon as possible.
  - For any case of sexual misconduct, keep all texts, messages, emails, and other social media documentation. Take screen shots as necessary.
  - For cases of stalking, keeping logs of information, letters, voicemails, or any other tangible item.
- **Seek Support:** Students have a variety of options of seeking support, listed in the resource section above. Confidential resources are available if students are not interested in pursuing any conduct or criminal processes.
- **Consider Reporting:** There are several different ways to report a claim of sexual misconduct. Students who report a complaint will have input on how the claim is handled within PLU. Additionally, students have the option to file a report with local law enforcement.

# Jurisdiction

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Consistent with other provisions of PLU's Student Code of Conduct, this policy and procedures apply to all students enrolled in courses at Pacific Lutheran University. Individuals involved in incidents prior to or during a break between successive terms of enrollment may be subject to action in the Student Rights and Responsibilities system.

The University must obtain notice, or have available "Actual Knowledge", that an alleged violation occurred, that the violation meets the definition of Prohibited Conduct as articulated in the regulations, and that a formal complaint has been filed prior to the University proceeding with any student conduct process.

"Actual Knowledge" is obtained when the Title IX Coordinator, or any official of the University who has authority to institute corrective measures receives notice of the alleged Prohibited Conduct.

A Title IX response will be initiated if the incident occurs during an educational program or activity in which PLU exercises substantial control over, occurs in the U.S., and meets the criteria set forth in Title IX Final Rule.

The University reserves the right to follow the procedures outlined in the Student Rights and Responsibilities system if a student's behavior does not meet this criteria, but does violate the Student Code of Conduct, regardless of where the behavior occurs. The University will generally, but not exclusively, respond to off-campus behavior if an alleged violation occurs while a student is engaged in a PLU-sponsored or sanctioned event (i.e. study away, alternative spring break, athletics, music performance, outdoor recreation), the behavior raises concern for the safety of those on-campus, or the behavior jeopardizes the university's interests in the community.

In addition, the university may follow the procedures outlined in the Student Rights and Responsibilities system whenever a student is accused of a criminal act, regardless of the location of its occurrence.

# Reporting And Resources

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## How to Report

The Title IX Coordinator will review all Prohibited Conduct allegations and make a determination if the conduct meets the criteria set forth by the 2020 Final Rule Title IX regulations.

Any PLU student who believes they have been subjected to Prohibited Conduct is an Impacted Party, and is encouraged to report such a concern. Students may report Prohibited Conduct in several ways:

- Submit a report online: anyone is able to electronically submit a report via the online [Incident Reporting Form](#). Impacted Parties can remain anonymous; however, the Title IX office will only be able to act on as much information as is given.
- Contact the Title IX Coordinator or Deputy Coordinators via email or phone:
- Jennifer Childress-White, Title IX Coordinator (childrjl@plu.edu, titleix@plu.edu or 253.535.7361)
- Gretchen Howell, Deputy Title IX Coordinator (crosgrgm@plu.edu, or 253.535.7329)
- Eva Frey, Deputy Title IX Coordinator (eva.frey@plu.edu, or 253.535.7159)
- Submit a report via mail to Pacific Lutheran University at:
- Title IX Coordinator, Pacific Lutheran University, 12180 Park Avenue S, Tacoma, WA 98447

Students may make a report directly to local law enforcement officials by calling 911, or through contacting Campus Safety at 252-535-7911 , who can assist students in filing a report with local law enforcement.

With the exception of staff who are identified as confidential resources because of their licensure, all faculty, staff, administration, Resident Assistants, and Campus Safety student employees are considered [Mandatory Reporters](#) for all incidents related to Prohibited Conduct and will file a report when information is shared with them alleging potential Prohibited Conduct.

There is no time limit on making a complaint, but prompt reporting is encouraged in order to obtain appropriate evidence and information.

Any person with knowledge of an alleged Prohibited Conduct is encouraged to report concerns or information to any of the above-listed individuals. All of the above individuals are considered private sources. This means the offices will keep the information as private as possible, but certain procedures will need to be followed once reported.

## Confidentiality and Confidential Resources

Confidentiality. The University will make reasonable and appropriate efforts to preserve an Impacted Party's and Respondent's privacy and to protect the confidentiality of information. Should an Impacted Party request confidentiality, the Title IX Coordinator will inform the Impacted Party that the University's ability to respond may therefore be limited - but that where feasible, the University will take reasonable steps to prevent Prohibited Conduct and limit its effects.

The Title IX Coordinator will further inform the Impacted Party that it is not possible to provide confidentiality in all cases and that the University's decision to share information with others is subject to the balancing test described below in Section VII. In summary, although the University's goal is to limit the number of individuals who may learn about an allegation of Prohibited Conduct or an investigation, the University cannot guarantee confidentiality in all matters.

## 1. Confidential Resources

Should an individual not be prepared to make a report, but is seeking information and wanting a confidential resource, there are several options available to the student. Individuals can explore different options without initiating further action from the University. The University encourages pastoral counselors and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. These individuals/offices cannot and will not report the matter further, and reporting to any of these individuals/offices does not put the University on notice that Prohibited Conduct may have occurred.

- Pacific Lutheran University Victim Advocate  
Website: <https://www.plu.edu/diversity-justice-sustainability/advocacy-services/>  
Telephone: 253-535-8204  
Office: Center for Diversity, Justice, and Sustainability, Anderson University Center Room 150
- Pacific Lutheran University Counseling Center  
Email: [chws@plu.edu](mailto:chws@plu.edu)  
Telephone: 253-535-7206  
Office: University Center 300
- PLU Counseling Center Crisis Line  
Telephone: 253-535-7075
- Pacific Lutheran University Student Health Center  
Email: [health@plu.edu](mailto:health@plu.edu)  
Telephone: 253-535-7337  
Office: 121st and Park Avenue  
<https://www.plu.edu/chws/urgent-emergency-resources>
- Pacific Lutheran University Campus Ministry  
Email: [cmin@plu.edu](mailto:cmin@plu.edu)  
Telephone: 253-535-7464  
Office: University Center 190
- Pierce County Sexual Assault Center - Rebuilding Hope  
Website: [www.sexualassaultcenter.com](http://www.sexualassaultcenter.com)  
Telephone: 253-474-7273 or 800-756-7273



- Pierce County Domestic Violence Helpline  
Website: [www.familyjusticecenter.us](http://www.familyjusticecenter.us)  
Telephone: 253-798-4166 or 800-764-2420

## 2. Private Resources

A report to the University may be made to any of the following offices or individuals. These are trained individuals who will initiate the University's responsive action to a Prohibited Conduct complaint. While not bound by confidentiality, these resources will maintain the privacy of an individual's information within the confines of the Title IX process.

- Pacific Lutheran University Campus Safety  
Email: [campussafety@plu.edu](mailto:campussafety@plu.edu)  
Telephone: 253-535-7441, Emergencies: 253-535-7911  
Office: Basement of Harstad Hall
- Pacific Lutheran University Title IX Coordinator  
Website: [www.plu.edu/title-ix](http://www.plu.edu/title-ix)  
Telephone: 253-535-7018 / 253-535-7361  
Office: DOS House 122nd and Park Avenue
- Pacific Lutheran University Student Rights and Responsibilities  
Email: [srr@plu.edu](mailto:srr@plu.edu)  
Telephone: 253-535-7462  
Office: DOS House 122nd and Park Avenue
- Pacific Lutheran University Residential Life  
Email: [rlif@plu.edu](mailto:rlif@plu.edu)  
Telephone: 253-535-7200  
Office: University Center 161

## Reports to Law Enforcement

The University encourages anyone who believes they have experienced a violation of this Sexual Misconduct policy to make a report through the Police Department. PLU Campus Safety is willing and able to assist with referring students to this resource. The University also encourages Impacted Parties to be aware of the importance of preserving evidence that may assist in providing information that an alleged criminal offense occurred or may be helpful in obtaining a protection order. An Impacted Party may also, in their discretion, decline to notify law enforcement officials.

Impacted Parties also have the right to seek other forms of relief from civil authorities, such as no contact orders, restraining orders, or similar. As set out in Section VI: A below, the University may enter such no contact orders and take such other Interim Measures to assist the Impacted Party.

## Anonymous Reports

The University welcomes students to submit anonymous reports of Prohibited Conduct, however, the University may not be able to fully address anonymous reports unless sufficient information is furnished thus enabling the University to conduct a meaningful and fair investigation. The University takes

anonymous reports seriously and will address the concern in whatever steps it deems appropriate, in the University's sole discretion, in the best interest of the overall University community.

The University will take steps to protect the confidentiality of the Impacted Party and others involved in the reporting process. Publicly available recordkeeping, including Clery Act reporting and disclosures will be done without personal identifying information about the Impacted Party. Additionally the University will maintain as confidential any accommodations or protective measures provided to the Impacted Party, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Certain situations may require the Title IX Coordinator to file a formal complaint on behalf of the university when Prohibited Conduct is reported that impacts multiple individuals or when there is an assessed threat to campus or individual safety. In these situations, anonymous reports may be included in those formal complaints.

### **Advisor/Support Person**

The below resources can be utilized by both the Complainant(s) and the Respondent(s) for cases involving allegations of Prohibited Conduct. Throughout all Prohibited Conduct reporting and grievance policies, individuals are allowed to be accompanied by an individual of their choice as described below:

#### **Advisor**

The Complainant and the Respondent in an incident that meets the 2020 Final Rule Title IX criteria will have the right to an advisor of their choice, who may be, but need not be, an attorney. Students may only select one advisor per conduct process; and if the student does not have an advisor present at the live hearing, the university will provide a member of the PLU community to serve in that capacity free of cost or charge. An advisor's role is to provide guidance through the Formal Process, and conduct cross-examination on the student's behalf, as applicable. Parties are not permitted to conduct cross-examination themselves. The student and the advisor may confer at reasonable times as determined in the sole discretion of the Decision Makers.

#### **Support Person**

In a Prohibited Conduct incident being processed through SRR, students may select one support person per conduct process and this support person must be a member of the PLU community, may not be a family member, and may not be a lawyer. A support person who accompanies a student is present for emotional support only and may not speak on the student's behalf. The student and the support person may confer at reasonable times as determined in the sole discretion of the Review Officer(s). A request should be made via email to the SRR Office at least 24-hours prior to the scheduled Review Meeting. If the request is approved, all students involved in the Review Meeting will be afforded the same opportunity to have a support person present.

### **Respect for Medical Amnesty Provisions**

It is in the best interest of the PLU community for students to report cases of Prohibited Conduct,

because of that, an individual who reports Prohibited Conduct, either as a Complainant or a Reporter, will have the University's focus of the investigation on the Prohibited Conduct reported.

# Response Procedures

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Upon receipt of a report, PLU will take immediate steps to ensure that services have been offered to the Impacted Students and Interim Steps have been taken for the safety and security of the Impacted Parties and the PLU community. Then PLU will generally proceed as described below. Exceptions to this policy will be documented for individuals involved in a report or grievance process.

## A. Supportive Measures

1. Upon receipt of a report, the Title IX Coordinator will promptly contact the Impacted Part(ies) to offer supportive measures and outline the process for filing a Formal Complaint.
2. The Title IX Coordinator will inform the Impacted Part(ies) of the availability of supportive measures with or without the filing of a Formal Complaint.
3. The Title IX Coordinator will explain to the Impacted Part(ies) the process for filing a Formal Complaint, and assess the procedural path the Prohibited Conduct will be processed.

**Supportive measures** may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The University reserves the right to take any measures it believes, in its sole discretion, are in the best interests of the parties and the University community.

## B. Initial Title IX Assessment

Reports of Prohibited Conduct will not, on their own, trigger a Title IX grievance process. A Formal Complaint is required to be submitted to Pacific Lutheran University to begin a grievance process under this policy and as outlined in the U.S. Department of Education Title IX Regulations. As defined by Title IX Regulations, Pacific Lutheran University is obligated to dismiss Formal Complaints that fail to meet the definitions below or are outside of its prescribed jurisdiction, which is limited to: an individual who is participating in or attempting to participate in the education program or activity of Pacific Lutheran University, in the United States. "Educational program or activity" includes locations, events, or circumstances over which Pacific Lutheran University exercises substantial control over both the respondent and the context in which the Prohibited Conduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by Pacific Lutheran University. Prohibited Conduct that does not meet the definition or jurisdiction of sexual misconduct as defined by Title IX Regulations may be, at the discretion of PLU, processed through the PLU Student Code of Conduct.

For a Formal Complaint to proceed through PLU's Prohibited Conduct grievance process, it must meet several criteria. The Prohibited Conduct must be:

- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or
- “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30). (See below for formal definitions.)

Nothing in this part precludes Pacific Lutheran University from removing a respondent from an educational program or activity on an emergency basis, pending an individualized safety and risk analysis and determination that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. In situations like this, Pacific Lutheran University will provide the respondent with notice and an opportunity to appeal the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

If a report is formally dismissed by the Title IX Coordinator or their designee, the report will be referred to the Office of Student Rights and Responsibilities for evaluation if the reported behavior is otherwise a violation of the Pacific Lutheran University Code of Conduct and impacted parties will be notified of the dismissal in writing.

The dismissal of a report does not preclude an impacted party from utilizing any of the supportive measures outlined in this policy.

### **C. Prohibited Conduct**

If the Formal Complaint is within the jurisdiction of Pacific Lutheran University and meets the definitional criteria of Prohibited Conduct, then PLU is obligated to respond to the Formal Complaint. When this grievance process is initiated on the basis of a Formal Complaint, the individual alleged to have engaged in the Prohibited Conduct and who must respond to the allegations is designated as the **Respondent**. The impacted part(ies) who submit the formal complaint will be designated as the **Complainant(s)**. Prior to and during this process, Pacific Lutheran University presumes that the Respondent is not responsible for the alleged conduct and does not make a determination regarding responsibility until the conclusion of the process.

If the Formal Complaint does not meet the definition of or jurisdiction as defined by the Title IX regulations, the matter will be forwarded to the PLU Student Conduct Office.

### **D. Procedures**

There are two different procedures used to respond to Prohibited Conduct. Title IX procedures are defined by the Department of Education’s Title IX Final Rule legislation. Any conduct that does not meet the definition of or jurisdiction of Title IX will be processed by PLU’s Student Code of Conduct Procedures.

## **Title IX Prohibited Conduct Formal Process**

### **PLU's Student Rights and Responsibilities Procedures**

#### **E. Coordination with Concurrent Legal Proceedings:**

Students may engage criminal prosecution procedures and/or civil litigation in connection with the same behavior that forms the basis of a Prohibited Conduct report under this policy. In such cases, the University will cooperate and assist with coordination with local law enforcement and may, if requested and appropriate, share information with those agencies. The University will fulfill its legal and ethical obligation to take immediate and appropriate action to investigate possible violations of this policy, even if there are external processes or procedures pending in connection with that same report of Prohibited Conduct.

Standards for criminal investigations are different than the standards for a violation of this policy, and therefore the University will not base its decisions under this policy solely on law enforcement reports and/or action. The University will take every possible step to coordinate with law enforcement and also will take steps to resolve the Formal Complaint to the University in a timely manner.

#### **F. Reporting Prohibited Conduct to Law Enforcement and for Statistical Disclosure**

Students who believe any Prohibited Conduct they have experienced may be criminal in nature will receive support and assistance in contacting law enforcement and/or reporting the conduct for Statistical Disclosure under the Clery Act. PLU encourages accurate and prompt reporting of all crimes to Campus Safety and the appropriate police agencies.

As a part of its prevention and awareness programs for incoming students and new employees, and its ongoing prevention and awareness programs for students and employees, PLU includes the definitions of sexual misconduct, the definition of consent in reference to sexual activity, and the definitions of domestic violence, dating violence and stalking that are used by the criminal laws in applicable jurisdictions. The criminal law definitions used in Washington State are described in Appendix A for the sake of information only. However, PLU utilizes its own definitions of these prohibited behaviors for purposes of this policy that are consistent with the Clery Act, as amended effective 2014 (and expand upon the Clery Act as noted above), and determines responsibility for violations of PLU policy through its own procedures and standards of proof.

# Immediate Help/Steps For Impacted Parties

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*If you believe you or someone you know has been impacted by Prohibited Conduct, you are urged to immediately notify the police and/or seek medical attention.*

## **Confidential Health and Safety**

### **Seeking Medical Treatment:**

Students who believe they have been sexually assaulted may seek medical attention without reporting the crime to police. The hospital emergency room will assist in treatment of injuries, prevention of sexual transmitted infections and pregnancy, and crisis intervention and emotional support services. Physical evidence can also be collected at this time.

- **Tacoma General Hospital**  
315 Martin Luther King Way, Tacoma 98405  
Telephone: 253-403-1000  
Hours: 24 hours a day, 7 days a week
- **St. Clare Hospital**  
11315 Bridgeport Way SW, Lakewood, WA 98499  
Telephone: 253-985-1711  
Hours: 24 hours a day, 7 days a week
- **Pacific Lutheran University Student Health Center**  
121st. Street and Park Avenue, Tacoma  
Email: [health@plu.edu](mailto:health@plu.edu)  
Telephone: 253-535-7337  
Hours: Monday - Friday, 8:00am - 5:00pm
- **Any Local Hospital of the Impacted Party's Choice**

### **Seeking Emotional Support:**

Students who believe they have been sexually assaulted may seek emotional support without reporting the crime to the police or PLU.

- **Sexual Assault Center of Pierce County - Rebuilding Hope**  
Website: <https://www.sexualassaultcenter.com>  
Location: 101 E. 26th Street, Suite 200, Tacoma, WA 98421  
Emergency Hotline: 1-800-756-7273  
Hours: 24 hours a day, 7 days a week
- **Pacific Lutheran University Center for Diversity, Justice, and Sustainability**  
Anderson University Center, Tacoma WA 98447  
Email: [dcenter@plu.edu](mailto:dcenter@plu.edu)  
Telephone: 253-535-8750

Hours: Monday - Friday, 9:00am - 5:00pm

▪ **Pacific Lutheran University Counseling Center**

University Center 300

Email: [chws@plu.edu](mailto:chws@plu.edu)

Telephone: 253-535-7206



# False Reports

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Pacific Lutheran University takes all allegations of Sexual Misconduct very seriously and will not tolerate intentional false reporting of incidents. It is a violation of the Student Code of Conduct to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. Any false reports will be addressed using the Student Rights and Responsibilities Procedures.

# Student Rights and Expectations

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Federal law requires Pacific Lutheran University to afford the Complainant and the Respondent rights throughout the Prohibited Conduct process. Additionally, Pacific Lutheran University has a commitment to all students, and is committed to creating an environment that still serves the student's educational rights during the Prohibited Conduct process. Basic rights include:

## **A. Respect for Privacy**

Information regarding Prohibited Conduct reports, and any investigation or review of these reports, including sanctioning determinations, will be shared among University employees on a "need to know" basis only, and only under applicable law.

## **B. Choice to Participate**

All Complainants, Respondents, Reporters, or Witnesses may choose to participate or decline to participate in the Prohibited Conduct process. However, even if the Complainant or Respondent decline to participate, the University, in its sole discretion, may continue to investigate the matter and make sanctioning decisions based on the incident and information gathered.

## **C. Confidential Assistance and Resources**

All Complainants, Respondents, Reporters, and Witnesses have the right to seek additional, confidential resources if needed. Confidential services include the Health Center, Counseling Center, Victim Advocate, and Campus Ministry. All information shared with these offices and individuals will remain confidential to the extent permitted by law and University policy. Discussions with these individuals will not be considered a report to the University as it relates to the process.

## **D. A Fair Process**

The University will take appropriate steps to ensure that the Respondent and the Complainant are treated fairly throughout the process, without bias.

# Miscellaneous Provisions

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When a report of Prohibited Conduct is received, PLU will provide written notification to Impacted Parties and employees regarding the services listed in this policy, and about possible legal assistance, visa and immigration assistance, student financial aid, and any additional services available, both within the University and in the community. While the initial assessment of the report is in progress, all students involved will be supported in continuing their educational endeavors at PLU to the best of their abilities.

The University will provide written notification to Impacted Parties about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The University will make such accommodations or provide such protective measures if an Impacted Party requests them and if they are reasonably available, regardless of whether the Impacted chooses to submit a Formal Complaint to the University or participate in the legal process with local law enforcement.

All records pertaining to a report, formal complaint, investigation, determination, and all other information related to the Title IX office will be retained for seven years following the exit of an impacted party from the University. All materials and information used for the training of the Formal Process Team, investigators, and the Title IX Coordinator will be available for review on Pacific Lutheran University's Title IX website.

# Prevention and Education

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Pacific Lutheran University believes in a community approach to keeping the campus community safe. Within that, PLU works to educate faculty, staff, and students about issues of sexual misconduct including definitions, reporting options, resources, and intervention information.

All incoming students to PLU will receive training on sexual misconduct, healthy relationships, consent, and bystander intervention through an online module and orientation. Student groups including athletics will receive yearly training on bystander information. All of the PLU community will receive yearly reminders of the PLU Sexual Misconduct policy, in addition to passive and active programming put on within the residence halls, and through the Center for Diversity, Justice, and Sustainability. For more information on available programs, please see [www.plu.edu/diversity-justice-sustainability](http://www.plu.edu/diversity-justice-sustainability)

The University provides training for all mandatory reporters on sexual misconduct and avenues of reporting. In addition, the Title IX Coordinator, Title IX Bench, and Investigators receive yearly training to stay up-to-date on Title IX, best practices, and continued education.