

LEGAL

CAMPUS SAFETY

The Director of Campus Safety is the only commissioned law enforcement officer on staff at PLU. If students want to file a complaint and are unsure what the process may entail, they can meet with the Director to get a better understanding before making the decision to file a report.

Campus Safety staff are also a resource to help facilitate making a criminal complaint report. If a student wishes to make a report and the Director is unavailable, Campus Safety can put the student in contact with the PLU off-duty deputy. If neither the Director nor the off-duty deputy is available the Campus Safety staff can assist students with contacting the Sheriff's Department directly.

THE CENTER FOR GENDER EQUITY

PLU's Protection Order Kiosk is a computer that directly links to the Pierce County Clerk's Office, allowing eligible individuals to file a Domestic Violence or Sexual Assault Protection Order. Check out our website for general information on court forms and for more information from organizations that provide statewide resources, technical assistance, and advocacy on these issues.

COMMUNITY OF CARE TRAUMA INFORMED



TITLE IX PROCESS FOR STUDENT RIGHTS & RESPONSIBILITIES

Informed by the April 2014 Department of Education/Office of Civil Rights document: "Questions and Answers on Title IX and Sexual Violence"

SAFETY PLANNING & INTAKE

PLU will take prompt steps once a notice of an alleged sexual misconduct violation is reported to SR&R. Immediately, PLU will ensure that the Complainant is aware of all available resources, including, but not limited to: victim advocacy, housing assistance, academic support, counseling, disability support services, health & mental health services, and the right to report a crime to campus or local law enforcement.

Within the first 24 - 48 hours of receiving the incident report, PLU will provide Complainant & Respondent with charge letters of alleged violations, No Contact Order, and any other necessary steps to ensure the safety of individuals and community. Both Complainant and Respondent will be assigned support people to serve as another point of support throughout the process.

SR&R will also draft a timeline of events for the Title IX process and share it with Complainant, Respondent, and Title IX Coordinator.

INVESTIGATIVE

When investigating incidents of alleged sexual misconduct, PLU will provide adequate, reliable, impartial, and a prompt process that includes the opportunity for both Complainant and Respondent to present witnesses and other evidence. The Investigation Process starts with the Title IX Investigator creating timeline and conducting interviews. An investigation may include, but not limited to, interviews with all student involved; review any law enforcement investigation documents, if applicable; reviewing student files; and gathering and examining other relevant documents.

In the April 2014 Dept of Education/Office of Civil Rights document "Questions and Answers on Title IX and Sexual Violence" it states: "A balanced and fair process that provides the same opportunities to both parties will lead to sound and supportable decisions." Investigation process may take approximately 2 business weeks.

Title IX Investigator prepares a draft report; Complainant and Respondent view draft report and establish questions for other parties involved. Complainant and Respondent will have 3 business days to review and prepare questions and schedule final interview.

Within 3 business days following the question preparation phase, the Title IX Investigator conducts final interviews with all involved parties.

Title IX Investigator finalizes report. Approximately 15 business days after Charge Letter.

OUTCOMES & REMEDIES

A determination Meeting is held between SR&R, Title IX Investigator, and Senior Level Review Officers to make a determination on alleged violations. PLU uses the "preponderance-of-the-evidence (i.e., more likely than not) standard in all Title IX proceedings. Typically, this is within 30 days of receiving the incident report.

PLU recognizes that imposing sanctions against the Respondent may not fully eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects. PLU works with campus partners and local resources to build and sustain a campus culture that clearly communicates a zero tolerance for sexual violence and the role each member of our community has in ensuring a safe learning environment. Determination Letter is given to the Respondent and Complainant.

In the requirement set forth by the Dept of Education/Office of Civil Rights, both Complainant and Respondent can self-initiate an appeal process. Appeals for incidents of sexual misconduct are adjudicated by the Vice President for Student Life. Once the appeal has been adjudicated, sanctions go into effect, as applicable.

PLU has a zero tolerance for retaliation. No Contact Orders remain in place after the conclusion of the process. The entire PLU Community of Care, campus resources are available to support students in the process, unless a student in the process is either suspended or expelled.