

**Title IX – Sexual and Gender Based Harassment
Reporting Procedures for Students**

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Policy Overview

Immaculata University is committed to providing members of the University community with a safe place to live and learn. Immaculata will respond to reports of sexual misconduct with procedures that provide a fair, prompt, and impartial resolution to reports and allegations that occur on our campus or at University sanctioned events or programs that take place off campus. This includes any off campus conduct that is likely to have a substantial adverse effect on any member of the Immaculata community.

Sexual misconduct is a violation of the University's Student Code of Conduct and all applicable requirements of the Student Code of Code will apply.

The University's Title IX Coordinator is charged with ensuring that all reports of sexual misconduct will be promptly investigated thoroughly, fairly, and impartially.

Title IX Coordinator

Janelle Cronmiller

VM 219/Ext 3982

jcronmiller@immaculata.edu

Any individual affected by sexual assault, sexual violence, or harassment including the Reporting Party/Complainant, Responding Party/ Respondent, Witness or Third Party, will have equal and appropriate access to support and counseling services through the University.

1. What steps to take if you have experienced sexual violence, relationship violence, or stalking?

- **Immediately go to a safe place.** Some options include: your RA's room, a friend's room, Campus Safety, Student Health, or Counseling Services.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual violence,
 - Do not shower until you have considered whether to have a no-cost forensic sexual assault examination at the hospital.
 - Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual violence, relationship violence, and/or stalking, take photos of any damage or injury and keep communication records.
- **Find support.** You may want to turn to a confidential counselor for support and advice. They will talk with you about your options for additional support services and reporting.
- **Get medical attention.** A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

A. On Campus Resources

Counseling Center Bruder Center	Jessica Gilpert, Director 610-647-4400 Ext. 3502 or 3506 Kate Ferlick, LPC, Counselor x 3339
Bruder Student Health Center	Elise Girard, Director Ext. 3500
Pastoral Counseling Nazareth Hall	Fr. Ext. 3570
Campus Safety & Protection Lourdes Hall	On campus Ext. 5555 Off campus 610-854-2451
Title IX Coordinator Villa Maria 219	Janelle Cronmiller, Ext. 3982 jcronmiller@immaculata.edu

Definitions

Confidential Resource – Confidentiality will be maintained by a counselor or therapist under all circumstances **except** when there is an immediate threat of serious harm to a person. This means that, in almost all circumstances, these individuals are **not required** to report any information to anyone without permission from the Reporting Party/Complainant.

Mandatory Reporters – Employees that are required to share a report of sexual misconduct with the Title IX Coordinator or designee. The Title IX Coordinator or designee will assess the disclosure for further follow up and possible investigation.

Although a report may come in through many sources, the Title IX Coordinator ensures consistent application of the Sexual Assault, Sexual Harassment and Sexual Misconduct Policy to all individuals and allows the University to respond promptly and equitably to eliminate harassment, prevent its recurrence, and eliminate its effects.

Off Campus Resources

Paoli Hospital	484-565-1000
Chester County Hospital	610-431-5000
Phoenixville Hospital	610-983-1222
Bryn Mawr Hospital	484-337-3000

Sexual Assault Nurse Examiner (SANE) - A sexual assault nurse examiner (SANE) is a registered nurse (RN) who has specialized forensic training in treating sexual assault victims. They are usually available through a hospital or clinic and on call 24-hours a day to help victims of sexual assault. They not only examine a victim as a health professional, but they approach their work with special sensitivity and knowledge about sex crimes, and they also assess, document, and preserve evidence for the legal aspects of their cases. Their work is vital to adequately serving victims of sexual assault, and their job is multi-faceted and specialized beyond typical medical examinations or emergency care.

Due to the limited availability of SANE nurses shared among the hospitals, it is recommended that the individual call the Crime Victims' Center of Chester County 24 hour hotline (610-

692-7273) to locate which hospital a SANE nurse is on duty. A call can then be made to that hospital to confirm time of arrival to be sure the SANE nurse remains on duty for her or his arrival.

Crime Victim's Center of Chester County (CVC) offers free and confidential services for any crime, including sexual assault. Services include a 24/7 Hot-Line to help sexual assault victims; advocacy; counseling services; accompaniment to hospital, police interviews, court hearings; legal and financial assistance. Their contact information:

- Sexual Assault 24 hour hotline 610-692-7273
- Other Crimes 24 hour hotline 610-692-7420
- CVC's phone number 610-692-1926
- Website www.cvcofcc.org

Domestic Violence Center of Chester County - provides intervention, education, outreach, advocacy, and programs to prevent, reduce, and remedy domestic violence in Chester County. Their contact information:

- Administration 610-431-3546
- 24 hour hotline 610-431-1430
- Website www.dvcc.com

East Whiteland Police Department - 610-647-1440

B. Requesting Confidentiality

When a formal report comes forward, but the Reporting Party (Complainant) requests to remain anonymous, or requests that the matter not be pursued, the Title IX Coordinator will balance and evaluate this request against the responsibility to provide a safe and nondiscriminatory environment for all University community members, considering factors such as:

- the seriousness of the alleged misconduct
- the respective ages
- whether there have been other harassment complaints against the Responding Party (Respondent)
- the Responding Party's right to receive information, if such information is maintained in an "education record" under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g; 34 C.F.R. Part 99

At all times, the University will seek to respect the request of the Reporting Party (Complainant), and where it cannot, the University will consult with the Reporting Party and keep her/him informed about the planned course of action.

C. University's Response to Request for Confidentiality

In the event that a Reporting Party (Complainant) does not wish to proceed with formal action or requests confidentiality or that a name or other identifiable information not be shared with the Responding Party (Respondent), the Title IX Coordinator, in consultation with the Director of Campus Safety & Protection, or their designees, will decide based on the available information, whether it can honor the request or whether additional steps are required.

In making this decision, the Title IX Coordinator will include, but is not limited to the following factors:

- whether the Reporting Party (Complainant) wants to participate in additional steps;
- whether the University can undertake any action without the participation of the Reporting Party (Complainant);
- the existence of independent evidence;
- the extent of prior remedial methods taken with the Responding Party (Respondent);
- any legal obligation to proceed based on the nature of the conduct.

The University's ability to respond may be limited by a request for confidentiality. The Reporting Party (Complainant) will be notified if the University determines that it cannot honor such a request. The Title IX Coordinator or designee will discuss the determination with the Reporting Party (Complainant) and provide information to assist in understanding available resources.

How Do I File a Report?

The decision to report and how to proceed is difficult. Immaculata encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources, and can assist all parties in the event that a report is pursued under the Sexual Assault, Sexual Harassment, and Sexual Misconduct Policy.

Confidential Resource (counselor, pastoral counselor, or therapist) who will maintain confidentiality under all circumstances **except** when there is an immediate threat of serious harm to a person. This means that, in almost all circumstances, these individuals are **not required** to report any information to anyone without permission.

Semi-Confidential Resource (nurse) who can talk with a student in confidence, and will report an incident **without revealing any personally identifying information**, unless the safety of campus is at risk.

A. To initiate a formal complaint, the Reporting Party/Complainant can contact:

- **Mandatory Reporter** – any member of the student development & engagement staff, faculty, administrator or staff member. The Mandatory Reporter is required to give this information to either the Title IX Coordinator or Campus Safety & Protection.
- **Title IX Coordinator** – Janelle Cronmiller, jcronmiller@immaculata.edu Ext. 3982 or email a written statement to TitleIXCoordinator@immaculata.edu.
- **Director of Campus Safety & Protection** – Dennis Dougherty – Director ddougherty1@immaculata.edu Ext 3270
- **Office of Campus Safety & Protection** – Ext 5555. Lourdes Hall, Terrace Level

The person taking the report will:

- Notify the student of their reporting duty (Mandatory Reporter, semi-confidential, or Confidential)
- Provide information on available resources – on and off campus

B. Information needed for the Report

The Reporting Party (Complainant) provides details regarding the reported incident, including (if possible):

- allegations of the sexual misconduct
- the name or clear identifier of the Responding Party (Respondent)
- a description with reasonable specificity of the date and place of the incident

The University's Response to a Report of Sexual Misconduct

A. Risk Assessment

All reports of sexual misconduct are reported to the Title IX Coordinator or designee who evaluates the alleged sexual misconduct to assess any risk of harm to individuals or to the campus community. The Coordinator in coordination with the Director of Campus Safety & Protection will take the necessary steps to address the risks, such as issuing a campus timely warning notice.

B. Timeline for Reporting:

While prompt reporting may aid an investigation, there is no time limit imposed for reporting. If the Responding Party (Respondent) is no longer a student, the University may not be able to take disciplinary action but will still seek to meet its Title IX obligation by taking steps to end the harassment, prevent its recurrence, and address its effects.

C. Initial Evaluation and Response

The Title IX Coordinator or designee will:

- Request a preliminary meeting with the Reporting Party (Complainant) to gain a basic understanding of the nature and circumstances of the report. This meeting is not intended to be a full investigation interview.
- Reinforce and/or provide the Reporting Party (Complainant) with information about on- and off-campus resources, procedural options, and interim measures.

D. Meeting with Investigators

Evaluate the initial complaint to determine whether or not there is sufficient information to proceed with an investigation of sexual misconduct, including:

- The request of the Reporting Party (Complainant) not to proceed.
- The risk posed to any individual or the campus community by not proceeding.
- If there is sufficient information to determine the appropriate course of action
- Discuss the Reporting Party's (Complainant) expressed preference for the manner of resolution. Where possible and as warranted by an assessment of the facts and circumstances, the University will seek action consistent with the Reporting Party's (Complainant's) request.

Interim Measures

Upon receipt of a report of sexual misconduct, the University may offer and/or impose actions, referred to as interim measures, to immediately address the reported behavior. The University will maintain consistent contact with all parties to ensure that all safety and emotional and physical well-being concerns are being addressed.

In general, all interim measures that require action by the University are implemented through the Title IX Coordinator, or designee. In the event of concern for the safety of any individual, the Office of Campus Safety & Protection may immediately implement an interim measure.

A. Range of No Contact Orders

The Reporting and/or the Responding Party (Complainant & Respondent) may request, or the University may impose communication and contact restrictions to prevent further potentially harmful interaction. These communication and contact restrictions include in-person, phone, digital or third party communications.

Both the Responding Party (Respondent) and Reporting Party (Complainant) will be notified in writing when the University seeks action that would restrict the movement of the Responding Party (Respondent) and/or the Reporting Party (Complainant) on campus.

Depending upon the severity of the complaint, the University may impose the following:

B. Interim Separation from the University

Interim Separation does not replace the regular process, which shall proceed on the normal schedule, up to and through a hearing, if required. However, both students will be notified in writing of this action and the reasons for the separation. The Reporting or Responding Parties will also be notified of the time, date, and place of a subsequent Student Conduct Board or Sexual Misconduct hearing, if applicable

Separation may be imposed:

- During the investigatory stage to ensure the safety and well-being of members of the Immaculata community;
- To ensure a student's own physical or emotional safety and well-being;
- If a student poses an ongoing threat of disruption of, or interference with, the normal operations of the University, or the investigation.
- This separation includes no classes, no activities, and no working on campus grounds.

C. Interim Residential Separation or Residential Relocation

A student may be separated temporarily from University housing or temporarily reassigned to another reasonable residential location on campus. The new housing arrangement will be based on the available housing accommodations at that time. Their original housing location will be held until the process is over. If it is determined that residential relocation is an appropriate sanction, the student will move permanently into a location determined by Residence Life & Housing in consultation with the Title IX Coordinator.

D. Class Schedule Changes

Changes to a student's class schedule may be made by the Academic Success Office. These class changes will be on a temporary basis. In the event it is deemed appropriate, it may be sanctioned to a permanent change(s) through the normal adjudication process.

E. Restrictions from University Activities and/or Facilities

A student may be denied, on a temporary basis, participation in a University activity or privilege for which they may be otherwise eligible as determined to be appropriate. Students may also be prohibited from certain facilities including, but not limited to, academic buildings and/or athletic facilities. Students may be sanctioned to a permanent restriction(s) through the normal adjudication process. These sanctions will be made through Student Development & Engagement and the appropriate Directors.

F. Work or Job Assignment Changes:

Changes to a student's work or job assignment (including internships and practicum) may be made on a temporary basis in the event it is deemed appropriate. Students may be sanctioned to a permanent restriction(s) through the normal adjudication process.

Remedies-Based Resolutions

In the event that the Title IX Coordinator concludes after the immediate assessment of the complaint that there is not sufficient evidence to proceed with an investigation, the Title IX Coordinator may address the behavior of concern with non-disciplinary measures, such as targeted or broad-based educational training.

In addition, the Reporting and Responding Parties may agree to pursue an informal resolution to a sexual misconduct complaint.

A. Informal Resolution

Informal resolution is an option designed to officially resolve complaints without filing a formal complaint. Informal resolution requires the mutual approval of all parties involved.

Informal resolution may be used in certain cases of sexual misconduct. It is never an option in instances of sexual assault, domestic violence or dating violence. There is no process of appeal for cases resolved in this manner.

Either party can end the informal resolution process at any time, for any reason, and begin the formal resolution process. Formal Resolution may not be initiated after the conclusion of the Informal Resolution.

B. Conclusion of Informal Resolution

At the conclusion of the informal resolution, the Title IX Coordinator or designee may impose a sanction agreed upon by the parties or may impose the continuation of a no contact order, accommodations to living arrangements, educational training, and/or counseling.

C. Formal Resolution

The University will ensure an investigation, process, and proceeding that is balanced, impartial, and provides a guarantee of fundamental fairness to all parties involved without a presumption of responsibility until the completion of an investigation. This fairness includes advanced notification of the allegations and charges, notice of all rights and responsibilities under a proceeding, and equal access to all material evidence and information.

Role of the Advisor

The Reporting Party (Complainant) and Responding Party (Respondent) have the option to be assisted by an Advisor of their choice. The Advisor may accompany the Reporting Party (Complainant) and Responding Party (Respondent) to any meeting related to the procedures.

The advisor is there to support the student and may communicate with the assigned Reporting Party (Complainant) or Responding Party (Respondent) during proceedings in a non-disruptive manner. The Advisor may not delay, disrupt, or otherwise take action to interfere with the integrity of the meeting. The Advisor may be required to leave the meeting if disruptive as determined by the investigators.

What Happens during an Investigation?

The Investigation Process

After an assessment of the alleged complaint, if the Title IX Coordinator or designee deems it appropriate, a formal investigation will be initiated by the University. The initiation of an investigation does not necessarily mean that a violation of the Sexual Assault & Harassment Policy is inevitable.

The Title IX Coordinator will designate two trained Investigators who will conduct a thorough, impartial, and unbiased investigation. All individuals will be treated with respect and in a manner considerate of individual privacy concerns.

An investigation may include multiple meetings with all involved parties. An investigation will typically include interviews of the Reporting and Responding Parties (Complainant and Respondent), any witnesses provided by either party or discovered during the investigation, and any other individuals who may have relevant information about the reported incident and/or the parties involved.

The Investigators will request all relevant communications between the parties, including electronic records, voicemail messages, and/or letters.

A. If an Investigation is Proceeding, the Title IX Coordinator –

Notifies the Reporting Party (Complainant) and Responding Party (Respondent) in writing with a Notice of Investigation which includes the following information:

- A report of an alleged violation of the Sexual Misconduct Policy.
- Potential policy violations.
- Available interim measures.

- Copies of No Contact Orders, if appropriate.
- Instructions to save all evidence that is relative to the investigation, such as electronic documents, social media pages, and text messages.
- Provides information on available on campus Counseling and Student Health Services and off campus resources.
- Informs all Parties the option to have an Advisor present at all meetings.
- The option of formal or informal resolutions.
- Explains the University's position on retaliation - Immaculata will not tolerate any form of retaliation including abuse or violence, threats, and intimidation through electronic, text, or a third party means or by any individual or group of individuals.

Assigns Investigators if appropriate.

B. The Role of Investigators

- The Investigators will formally interview the Reporting Party (Complainant) and Responding Party (Respondent) and any other individuals or witnesses who may have relevant information, and will collect all available evidence such as text messages, emails, pictures.
- The Investigators will submit an initial written report to the Title IX Coordinator or designee. The report will include the facts gathered, witness statements, and all evidence.
- The Title IX Coordinator or designee will provide the initial written report, including the witness statements and evidence gathered, to the Reporting and Responding Parties (Complainant & Respondent).
- Both the Reporting Party (Complainant) and Responding Party (Respondent) will be given the opportunity to submit additional information or evidence to the Investigators within 7 days of receipt of the initial report.
- Pending the additional information provided by the Reporting Party (Complainant) and/or Responding Party (Respondent), the initial report will be amended and sent to the Title IX Coordinator, or designee, to determine if further investigation or clarification is required.
- The Title IX Coordinator, or designee, will convene the Title IX Review Team, consisting of the Title IX Coordinator, a Deputy Coordinator and the Investigators. The Team will review the final report and determine if there is a violation of the Sexual Assault and Harassment Policy.
- The Reporting Party and Responding Party will be notified in writing of the decision by the Title IX Coordinator. This notification will be done at the same time or as close to the same time as possible.
- If a student is found to be in violation of the policy, the student will be referred to the Associate Dean of Students for sanctioning.
- The final determination by the Title IX Coordinator cannot be challenged or overturned by the Reporting and/or Responding Party (Complainant / Respondent).
- The sanctions imposed to the Responding Party (Respondent) can be appealed by both Parties.

If it is Determined that there is not Sufficient Evidence to Find the Responding Party (Respondent) Responsible

- Notice will be sent to the Reporting Party (Complainant) and Responding Party (Respondent) by the Title IX Coordinator or designee.
- The Title IX Coordinator or designee and the Associate Dean of Students may implement discretionary sanctions such as work assignments, essays, behavioral contracts, counseling, community service, on-line training, and/or No Contact Order.

During the investigative process, prior allegations or findings of responsibility for sexual harassment or misconduct by the Responding Party (Respondent) may be taken into consideration.

Evidence of a prior consensual dating relationship or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

Information gathered during the investigation will be used to evaluate the appropriate course of action, provide for the safety of the individuals and the university community and impose remedies as necessary to address the effects of the alleged conduct.

The Title IX Coordinator will document each report or request for assistance in resolving a case involving charges of sexual misconduct, and retain copies of all reports generated as a result of investigations. These records will be kept confidential to the extent permitted by law.

The Role of the Students

The investigation is a neutral-fact finding process. The Reporting & Responding Parties (Complainant and Respondent), Third Party Reporter, and all witnesses are expected to participate in good faith including providing information to investigators and answering questions.

Amnesty for Personal Use of Alcohol or Other Drugs

The University seeks to remove any barriers to reporting. The University will generally offer any student, Reporting Party (Complainant), third party, and/or witness who reports sexual misconduct immunity from being charged for violations related to the University's alcohol or other drugs policy. The University may choose, however, to recommend educational or therapeutic remedies in certain situations.

Time Frame for Resolution

The University seeks to resolve all complaints of sexual misconduct in a prompt and equitable manner and will make a good faith effort to conduct a fair and impartial investigation in a timely manner.

At the request of law enforcement, the University may agree to defer its fact-gathering until after the initial stages of a criminal investigation. The University will nevertheless communicate with the Reporting Party (Complainant) regarding their Title IX rights, procedural options, and the implementation of interim measures to ensure safety and well-being. The University will

promptly resume its fact-gathering as soon as law enforcement has completed its initial investigation.

Rights of the Reporting Party and Responding Party:

1. Students participating in a Title IX investigation are afforded the same rights of fundamental fairness which are part of the University's student conduct process and include:
 - a. The right to have appropriate notice of concerns about specific behavior.
 - b. The opportunity to be assisted by an Advisor of their choice.
 - c. The right to present witnesses in support of or response to matters of fact.
 - d. The opportunity to appeal the hearing outcome if grounds for appeal are met.
2. Additional rights for the Reporting and Responding Parties (Complainant & Respondent) to a Title IX investigation include:
 - a. Simultaneous written Notice of Investigation.
 - b. Notice and attachment of Initial Report.
 - c. Notice of Outcome of an investigation.
 - d. Notice of Hearing
 - e. Appeal information.
 - f. Right to be informed of options for counseling and support.
3. Additional right for Reporting Party:
 - a. Right to be informed of options to notify law enforcement.

Standard of Proof

Consistent with the U.S. Department of Education's Office for Civil Rights requirements, Immaculata University uses the standard of "preponderance of the evidence" to determine a student's responsibility for violations of our policies. This means that the Title IX Review Team will decide whether it is "more likely than not," that the Responding Party (Respondent) is responsible or not responsible for a violation of this policy, based upon the information provided through the course of the investigation.

Retaliation

Retaliation is any act or attempt to retaliate against or seek retribution from any individual or group of individuals involved in the investigation and/or resolution of a sexual misconduct allegation. Retaliation can take many forms, including continued abuse or violence, threats, and intimidation. Any individual or group of individuals, not just a Reporting Party (Complainant) or Responding Party (Respondent) can engage in retaliation.

The Title IX Coordinator or designee will inform the Reporting and Responding Parties (Complainant & Respondent) that retaliation is prohibited by law under the Violence Against Women Act (VAWA) and University policy and that the University will take strong responsive action to protect the safety of any individual. Students violating this Policy will face strict discipline up to and including suspension or expulsion.

Sanctions

The Associate Dean of Students will send a Charge Letter to the Responding Student that will include any of the following possible sanctions:

1. Warning
2. Probation
3. Work Project
4. Restitution
5. Restrictions on Visitations
6. Denied access or restricted access to a specific building or facility
7. Restriction of Campus Privileges
8. Loss of Good Disciplinary Standing
9. Removal from University housing
10. Suspension
11. Expulsion

Appeal Process for Sanctions:

Both parties involved in a Title IX investigation have the right to appeal the sanctions imposed by the Associate Dean of Students to the Vice President for Student Development and Undergraduate Admissions. Appeals may be made based on the following grounds:

- The student did not receive a hearing consistent with principles of appropriate process outlined with the Student Code of Conduct;
- Certain relevant evidence was not reviewed;
- Presence of new material evidence that was not available through no fault of the appealing party at the time of the original hearing;
- The sanction imposed is disproportionate to the offense. This appeal may only be used if the sanction imposed is expulsion, suspension, loss of good disciplinary standing, or removal from campus housing.

The appealing party(s) must file a formal letter of appeal within two (2) business days of written notification of the outcome of the hearing, stating the specific reason and justification for the appeal.

The appealing party(s) must schedule an appointment with the Vice President for Student Development and Undergraduate Admissions so that the appeal is held within 5-10 days of notification of the outcome of the hearing.

Appeals must be made in writing, and delivered within two business days to the Vice President for Student Development and Undergraduate Admissions:

Patricia A. Canterino, M.A.
Immaculata University
Vice President for Student Development & Undergraduate Admissions/Dean of Students
610.647.4400 ext. 3111, Fax: 484.395.0143

The Vice President for Student Development and Undergraduate Admissions or designee will hear appeals regarding decisions made by the Associate Dean of Students. All decisions made by the vice president or designee are final.

Results of the appeal will be communicated simultaneously, and in writing (via electronic mail) to both parties within five business days from the date the appeal review concluded. More information on Appeals is provided in Volume VI, Section 6.5.4.

Appendix A

On-Campus Resources

Counseling Center Bruder Center	Jessica Gilpert, Director 610-647-4400 Ext. 3502 or 3506 Kate Ferlick, LPC, Counselor x 3339	Confidential Resource
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Pastoral Counseling Nazareth Hall	Fr. Ext. 3570	Confidential Resource
Campus Safety & Protection Lourdes Hall	On campus Ext. 5555 Off campus 610-854-2451	Mandatory Reporter/ CSA
Title IX Coordinator Villa Maria 219	Janelle Cronmiller, Ext. 3982 jcronmiller@immaculata.edu	Mandatory Reporter

Sexual Assault Nurse Examiner (SANE) - A sexual assault nurse examiner (SANE) is a registered nurse (RN) who has specialized forensic training in treating sexual assault victims.

Due to the limited availability of SANE nurses shared among the hospitals, it is recommended that the individual call the Crime Victims' Center of Chester County 24 hour hotline (610-692-7273) to locate which hospital a SANE nurse is on duty. A call can then be made to that hospital to confirm time of arrival to be sure the SANE nurse remains on duty for her or his arrival.

Confidential Resource – Confidentiality will be maintained by a counselor or therapist under all circumstances **except** when there is an immediate threat of serious harm to a person. This means that, in almost all circumstances, these individuals are **not required** to report any information to anyone without permission.

Mandatory Reporters – Employees that are required to share a report of sexual misconduct with the Title IX Coordinator or designee. The report will prompt an investigation by the University to address and remedy the situation. The Reporting Party may still decide how s/he wants to be involved in the process following the investigation.

Off-Campus Resources

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