



SEXUAL OR
GENDER-BASED
VIOLENCE AND
HARASSMENT

WHAT YOU
NEED TO KNOW

If you have experienced **sexual or gender-based violence or harassment**, there are multiple channels for obtaining information, assistance, and support to ensure your health and safety, both physical and emotional.

There are also a number of ways to report the incident, should you desire to do so. This resource is intended to provide an overview of your options. Detailed information can be found on the Emory Sexual Misconduct Resources page.

The term “sexual or gender-based violence” is used here as an umbrella term to refer to all prohibited conduct as defined in *Emory University’s Equal Opportunity and Discriminatory Harassment Policy 1.3* and *Sexual Misconduct Policy 8.2*.

Prohibited conduct includes sexual assault (including nonconsensual sexual contact or nonconsensual sexual intercourse, or attempts to commit either), sexual exploitation, dating violence, domestic violence, intimate partner violence, stalking, gender-based harassment, and retaliation against any person for making a good faith report of prohibited conduct or for participating in any proceedings under these policies.

Detailed definitions of these and other key terms, including “affirmative consent” and “incapacitation” are set forth in the policies.



*IMMEDIATELY AFTER
THE INCIDENT*

It can be difficult to figure out what steps to take right away, but here are options for help immediately after an incident of sexual or gender-based violence and harassment, including sexual assault.

1 SEEK MEDICAL ATTENTION.

You are strongly encouraged to seek medical attention.

Atlanta campus students can visit the Emory Decatur Hospital Emergency Department, where the hospital has personnel specially trained to conduct medical examinations for sexual assaults, or visit the Emory University Hospital Emergency Department at University Hospital.

For **Oxford students** needing emergency medical assistance, call 911 or go to Hillandale Medical Center Emergency Department.

For Atlanta campus students needing **nonemergency medical treatment**, call Emory University Student Health Services (EUSHS); for Oxford students, call Oxford Student Health Services (SHS).

ATLANTA CAMPUS

Emory Decatur Hospital Emergency Department | 404.501.1000
Emory University Hospital Emergency Department | 404.712.2000
Emory University Student Health Services | 404.727.7551 ext. 1
Office of Respect On-Call Advocate (24-hr line) | 470.270.5360

Student Intervention Services (SIS) Team

404.430.1120 | sisteam@emory.edu

OXFORD CAMPUS

Hillandale Medical Center Emergency Department | 404.501.8000
Oxford Student Health Services | 770.784.8376

Atlanta campus students may also get support from the Student Intervention Services (SIS) team in Campus Life. SIS coordinates the university's response for students in distress, with the goal of providing students with the resources and support they need to succeed.

2 TALK WITH SOMEONE CONFIDENTIALLY.

You have resources for immediate emotional support and confidential counseling as you consider next steps for safety, counseling, reporting, and accommodations you may need right away. Students on the **Atlanta campus** may call the Office of Respect On-Call Advocate or Counseling and Psychological Services. **Oxford students** may access services at Counseling and Career Services. Emory employees can call the Faculty Staff Assistance Program (FSAP).

The DeKalb County Day League (formerly DeKalb Rape Crisis Center) also has a 24-hour confidential crisis line and free counseling service. Additionally, Georgia offers a 24-hour Domestic Violence Hotline.

ATLANTA CAMPUS

Office of Respect On-Call Advocate (24-hr line) | 470.270.5360
Counseling & Psychological Services | 404.727.7450
Faculty Staff Assistance Program | 404.727.4328

OXFORD CAMPUS

Counseling & Career Services | 770.784.8394

GEORGIA RESOURCES

Day League (24-hr crisis line) | 404.377.1428
Day League (free counseling service) | 404.377.1429
Georgia Domestic Violence Hotline (24-hr) | 800.334.2836

3 REPORT TO THE POLICE.

Depending on the location of the incident, the Emory Police Department or a local police authority will assist you. You can initiate a report by calling the Emory Police Department, and you will be connected to the appropriate authorities if the assault occurred outside Emory's jurisdiction. You can also call 911 and be connected directly to the jurisdiction's emergency switchboard.

LOCAL POLICE | 911

EMORY POLICE DEPARTMENT

Atlanta Campus | 404.727.6111

Oxford Campus | 770.784.8377

Midtown Campus | 404.686.2597

Your report will not obligate you to follow through with legal action or affect your ability to pursue resolution through the university processes (see *Report to the University*). The criminal process is governed by applicable criminal statutes; the standard of proof is “beyond a reasonable doubt,” and punishment upon findings of guilt are determined by a Georgia court of law.

4 PRESERVE EVIDENCE.

Whether or not you know that you will pursue a police report or legal prosecution for sexual assault, if the incident occurred within the last 72 hours, you should strongly consider seeking medical care and preserving evidence. You are not obligated to pursue criminal steps if you get a medical examination and collect evidence.

You have the option of going to Emory Decatur Hospital Emergency Department, Emory University Hospital Emergency Department, Emory University Hospital Midtown Emergency Department, or the Hillandale Medical Center Emergency Department for medical assistance and evidence collection.

ATLANTA CAMPUS

Emory Decatur Hospital Emergency Department | 404.501.1000

Emory University Hospital Emergency Department | 404.712.2000

Emory University Student Health Services | 404.727.7551 ext. 1

OXFORD CAMPUS

Hillandale Medical Center Emergency Department | 404.501.8000

Oxford Student Health Services | 770.784.8376

Do not shower or wash your body or clothes before going to the hospital. If you are a student, a university advocate or Campus Life professional can meet you at the hospital and support you through the exam process.

5 REPORT TO THE UNIVERSITY.

The university’s process is independent from any criminal process. You may report the incident to Emory’s Title IX Coordinator **Yolanda Buckner** or Title IX Coordinator for Students **Judith Pannell**.

Alternatively, you can call your resident advisor, any other residence life staff, your supervisor, Emory Human Resources, or Deputy Title IX Coordinators in each school to reach the right officials who handle complaints of sexual or gender-based violence and harassment. If the allegation involves the conduct of an employee, contact **Maurice Middleton**, Senior Director of Equal Opportunity and Affirmative Action Compliance Officer.

YOLANDA BUCKNER, JD

UNIVERSITY TITLE IX COORDINATOR

yolanda.buckner@emory.edu | 404.727.8205

JUDITH PANNELL, EdD

TITLE IX COORDINATOR FOR STUDENTS

jpanne2@emory.edu | 404.727.4079

MAURICE MIDDLETON

SENIOR DIRECTOR OF EQUAL OPPORTUNITY & AFFIRMATIVE ACTION COMPLIANCE OFFICER

maurice.middleton2@emory.edu | 404.727.9867

In any process to adjudicate sexual or gender-based violence and harassment, the standard of proof that applies is “preponderance of evidence,” and sanctions may include disciplinary action, up to and including suspension, exclusion or, in the case of employment, termination.



*SEEKING REMEDIAL
AND PROTECTIVE
MEASURES*

DEPUTY TITLE IX COORDINATORS

CANDLER SCHOOL OF THEOLOGY

ANNE BURKHOLDER
anne.burkholder@emory.edu | 404.727.1351

EMORY COLLEGE OF ARTS & SCIENCES

BLAIRE WILSON
blaire.wilson@emory.edu | 404.727.8928

EMORY SCHOOL OF LAW

KATHERINE BROKAW
kbrokaw@emory.edu | 404.727.6809

EMORY SCHOOL OF MEDICINE

J. WILLIAM "BILL" ELEY
jeley@emory.edu | 404.712.9979

GOIZUETA BUSINESS SCHOOL

HARRIET RUSKIN
harriet.ruskin@emory.edu | 404.727.6644

LANEY GRADUATE SCHOOL

JAMES HUGHES
jlhugh@emory.edu | 404.727.2295

DONNA CUNNINGHAM-LYNCH
dlynchc@emory.edu | 404.727.2669

NELL HODGSON WOODRUFF SCHOOL OF NURSING

ARNITA HOWARD
ahoward@emory.edu | 404.712.6826

OXFORD COLLEGE

RHIANNON HUBERT
rhiannon.hubert@emory.edu | 770.784.8445

ANTHONY MIZE
anthony.mize.jr@emory.edu | 770.784.4527

ROLLINS SCHOOL OF PUBLIC HEALTH

JOANNE AMPOSTA
joanne.paredes.amposta@emory.edu | 404.683.5404

Title IX officials at Emory can arrange for a broad range of protective and remedial measures, including: (1) a “no-contact” directive, which is enforceable through the student conduct codes; and (2) appropriate and available academic, university housing, and or/university employment modifications.

Information you share with Title IX officials will be evaluated to assess individual and community safety consistent with university obligations under federal laws. Remedial measures are available regardless of whether a person decides to file a report or pursue investigation under Emory’s policies. Section 8.2.2 of Policy 8.2 provides information about options for protective or remedial measures.

To request remedial or protective/interim measures, contact **Judith Pannell**, Title IX Coordinator for Students, or the Deputy Title IX Coordinator designated for your school. (See list on left.) For employment situations, contact **Maurice Middleton**, Senior Director of Equal Opportunity and Affirmative Action Compliance Officer.

YOLANDA BUCKNER, JD

UNIVERSITY TITLE IX COORDINATOR
yolanda.buckner@emory.edu | 404.727.8205

JUDITH PANNELL, EdD

TITLE IX COORDINATOR FOR STUDENTS
jpanne2@emory.edu | 404.727.4079

MAURICE MIDDLETON

SENIOR DIRECTOR OF EQUAL OPPORTUNITY &
AFFIRMATIVE ACTION COMPLIANCE OFFICER
maurice.middleton2@emory.edu | 404.727.9867

RESOURCES CITED

EMORY SEXUAL MISCONDUCT RESOURCES
sexualmisconductresources.emory.edu
equityandinclusion.emory.edu/title-ix

EMORY POLICIES

1.3 | EQUAL OPPORTUNITY AND DISCRIMINATORY HARASSMENT
policies.emory.edu/1.3

8.2 | SEXUAL MISCONDUCT
policies.emory.edu/8.2

OFF-CAMPUS RESOURCES

DAY LEAGUE (*formerly DeKalb Rape Crisis Center*)
www.dayleague.org

GEORGIA LEGAL AID
www.georgialegalaid.org

GEORGIA NETWORK TO END SEXUAL ASSAULT
www.gnesa.org

HILLANDALE MEDICAL CENTER (*Newton County*)
www.dekalbmedical.org/hillandale

ADDITIONAL EMORY RESOURCES

CENTER FOR WOMEN
womenscenter.emory.edu

COUNSELING AND CAREER SERVICES (*Oxford College*)
emory.link/hhRImp

COUNSELING AND PSYCHOLOGICAL SERVICES (*Atlanta campus*)
counseling.emory.edu

EMORY CAMPUS LIFE
campuslife.emory.edu

EMORY POLICE DEPARTMENT
police.emory.edu

FACULTY STAFF ASSISTANCE PROGRAM
www.fsap.emory.edu

OFFICE OF EQUITY AND INCLUSION
equityandinclusion.emory.edu

INTERNATIONAL STUDENTS/IMMIGRATION ASSISTANCE
isss.emory.edu
oisl.emory.edu

OFFICE OF RESPECT
respect.emory.edu

RELIGIOUS & SPIRITUAL LIFE (*Oxford College*)
emory.link/5SWNMI

SPIRITUAL & RELIGIOUS LIFE (*Atlanta campus*)
www.religiouslife.emory.edu

STUDENT SUCCESS PROGRAMS AND SERVICES
success.emory.edu

TRUST LINE
iad.emory.edu/compliance/trustline

Emory University does not discriminate against individuals on the basis of race, color, religion, ethnic or national origin, sex, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, or veteran's status, as required by Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and other applicable statutes and university policies. Emory University prohibits sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence.

Information regarding Emory University's Office of Equity and Inclusion, the university office that ensures compliance with this Notice and applicable policies, can be found online at: equityandinclusion.emory.edu.

For inquiries regarding Emory University's non-discrimination policies, please contact:

Vice Provost for Equity and Inclusion
oei@emory.edu
404.727.9867

For inquiries regarding Emory University's Title IX policies and compliance, please contact:

University Title IX Coordinator
titleix@emory.edu
404.727.4079 or 404.727.8205

For inquiries to the University regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations, please contact:

ADA Compliance Officer/Director, Office of Accessibility Services
accessibility@emory.edu or oas_employee@emory.edu
404.727.7053

Complaints of discrimination, harassment, and retaliation may be directed to the Office of Equity and Inclusion at oei@emory.edu. Complaint procedures set forth in the Emory University Equal Opportunity and Discriminatory Harassment Policy may be found at <http://policies.emory.edu/1.3>.

Complaints involving sexual harassment and discrimination may be made to the University Title IX Coordinator at titleix@emory.edu. Complaint procedures may be found at <http://equityandinclusion.emory.edu/title-ix/index.html>. Complaints may also be filed with the Department of Education Office for Civil Rights, Equal Employment Opportunity Commission, and the Georgia Department of Labor.



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UNIVERSITY

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