

Goucher College
Rights of Students Accused of
Sexual Misconduct, Sexual Assault, Relationship Violence or Stalking

If you have been accused of a sexual offense, including sexual assault, relationship violence or stalking, you have certain rights under Goucher's Policy on Sexual Misconduct, Relationship Violence and Stalking. These rights are listed below for your information. The complete Goucher College policy is available online at <http://www.goucher.edu/legal-counsel/all-policies-and-procedures-a-z/sexual-misconduct-policy>.

- 1. You have the right to be notified of the charges against you.** You will be notified in writing and in person (if feasible) and will be provided with a copy of the written complaint.
- 2. You have the right to a prompt, fair, and impartial investigation of the complaint against you,** including an opportunity equal to that of the complainant, to present relevant witnesses and other evidence. You may present documents, the names of witnesses, and other evidence to the investigators. You may not be present for the complainant's interview unless the complainant consents, and vice versa. The investigators may also interview other witnesses and consider other evidence.
- 3. You will not be considered responsible for violating Goucher's policy unless determined to be responsible by a preponderance of the evidence,** pursuant to the process described in the policy. Nevertheless, at the complainant's request, the college may take action to change the housing assignment of the complainant, change a class assignment of the complainant, issue a campus protective order (prohibiting your contact or access to the complainant's residence hall or work area), or change a working relationship (office assignment or reporting relationship) so that you will be separated from the complainant to the greatest extent possible. The accommodations provided to the complainant will be maintained confidentially to the extent that maintaining such confidentiality will not impair the ability of the college to provide the accommodations. None of these actions will be considered in determining whether you are responsible for the alleged offense or otherwise prejudice you under that process.
- 4. You have the right to contact a confidential consultant for support and advice.** You may contact any one of the following individuals to serve as a confidential consultant:

Shira Concool, LGPC, mental health counselor, 410-337-6054

Doug Girard, Psy.D., psychologist, 410-337-6052

Lauren Greenberg, LGPC, mental health counselor, 410-337-3023

Tim Moslener, LCPC, mental health counselor, 410-337-6379

Monica Neel, Psy.D., psychologist 410-337-6562

Cynthia Terry, chaplain, 410-337-6048

Josh Snyder, Hillel rabbi, 410-337-6545

Additional resources for counseling and assistance, both on and off campus, are listed in the Policy.

- 5. If you have been accused of sexual misconduct, sexual assault, relationship violence or stalking you have the right to select an advisor of your choice to support and accompany you at all times throughout the college proceedings.** Advisors may assist a party with understanding the investigation process and preparing for interviews and meetings; attend interviews and meetings with the party; review any written appeals or other statements prepared by the party; provide emotional support; and otherwise assist and support the party as the party moves through the process. Advisors may not speak on behalf of the party at any interviews or meetings or through any written documents. Advisors should consult with the Title IX coordinator on any questions that arise during the process. The Title IX coordinator maintains a list of staff and faculty advisors who have been specifically trained in this policy and process, including available support services related to sexual misconduct, relationship violence, and stalking. This list is available to any party who would prefer to use a trained advisor. Note that employees of the college who administer the college's formal procedure and witnesses are not able to serve as advisors.
- 6. You have the right to seek legal assistance.** The college does not recommend particular attorneys, but you may wish to use the referral services of the Baltimore County Bar Association Lawyer Referral and Information Service, <http://www.bcba.org/community-resources/lawyer-referral-program/>, which can also provide referrals to attorneys for visa and immigration services.
- 7. As a student, you have the right to receive confidential counseling for support throughout the informal and formal process.** You may receive counseling, free of charge, from Goucher's counselors by contacting the Student Health and Counseling Center:

Appointments may be made by calling 410-337-6481
from 9 a.m. to 5 p.m. Monday through Friday.

- 8. You have the right to have your name and all information related to the alleged offense kept as confidential as is reasonably possible.** Absolute confidentiality may not be maintained in all circumstances, especially when the college needs to act to protect the safety of others. However, as a general matter, all persons involved in a complaint of sexual misconduct, sexual assault, relationship violence, or stalking are to respect the privacy of the individuals involved and must keep the matter as confidential as is reasonably possible. This does not prohibit you from disclosing information to persons who need to know it in order to participate in or administer the process, and/or to provide support and assistance to you. Your parent(s) or guardian(s) will not be contacted by the college except at your request or in the case of a health or safety emergency.
- 9. You have the right to amnesty for drug or alcohol use related to the complaint.** You will not be subject to disciplinary action under the college's Code of Conduct for your own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not place the health or safety of any other person at risk.

10. You have the right to know the potential sanctions that may be imposed against you if you are found responsible for sexual misconduct, sexual assault, relationship violence or stalking under the college's policy. Those sanctions are described in the policy.

11. You have the right to information regarding the status of your complaint at the college, including the outcome of the campus investigation. You and the complainant will be simultaneously informed in writing of the outcome of the investigation, and of a) the decision of the decision panel, b) procedures to appeal the decision, c) any change that occurs to the outcome prior to the time that it becomes final, and d) when the results become final. You have a right to receive a summary of the investigators' report and to view, but not a copy, the full report upon request; and to receive a copy of the decision of the decision panel upon request, to the extent permitted by the provisions of FERPA and as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act); to appeal the decision to the Appeals Panel, and to receive a copy of the Appeals Panel decision to the extent permitted by the provisions of FERPA and as required by the Clery Act.

Note that different procedures apply when an employee is the respondent under the policy. These procedures are described in the policy, and the Title IX coordinator can explain them to you.

You may contact the Title IX coordinator (Lucia Perfetti Clark, located in the Office of Human Resources, 410-337-6750, TitleIXCoordinator@goucher.edu) if you have procedural questions or concerns during any stage of the process.