



SEXUAL HARASSMENT - SEXUAL VIOLENCE  
RELATIONSHIP VIOLENCE - STALKING

# Faculty & Staff Resource Guide

## What To Do?

If a student discloses to you that they are the victim of sexual assault, relationship or domestic violence, sexual harassment, gender-based harassment, stalking, sexual exploitation:

- Determine if the victim requires immediate medical assistance. Call 911. Advise the victim that they can contact the Office for Violence Prevention and Victim Assistance (VPVA) before making a decision about seeking medical attention- seeking medical attention is time sensitive. Also inform them that VPVA is a confidential resource and does not have to share information with any school official unless the victim gives them permission to do so. VPVA is available 24/7 856-225-2326
- Ask the victim if they would like you to contact the police immediately. If so, call 911 for RUPD. If not, respect the victim's wishes.
- Advise the victim that you can protect their privacy, but you cannot promise confidentiality. Tell the victim that you, as a responsible employee of the University, are required to report the incident to the college's Title IX Coordinator, but you will not tell anyone else. Let the victim know that the Title IX Coordinator will likely be in touch with them via email.
- Remind the victim that acts of sexual misconduct, such as sexual assault, relationship violence and stalking are never the fault of the victim. Thank the victim for telling you what happened and provide them with the list of resources. Resources can be found online at [respect.rutgers.edu](http://respect.rutgers.edu) and in college brochures available from the Title IX Coordinator. Please inform the victim that their best resource on campus for support and additional information about reporting options is VPVA.
- Mention the various options they have (VPVA, Wellness Center, Title IX Office, RUPD, community services). Let them know that VPVA or the Title IX Coordinator can also provide resources and information for victims in greater detail.
- Advise the victim that they have the right to file a complaint or not to file a complaint with the college. Explain that they can submit a report online, via email, via telephone or in person. Title IX information is available at [respect.rutgers.edu](http://respect.rutgers.edu) that describes the filing process, or the victim may be in touch with the Title IX Coordinator directly to better understand the process. The Title IX Coordinator/ 856-225-6422.

## What is Title IX?

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads:  
*"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."*

-Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

**Prohibited Sexual Misconduct at Rutgers University** includes but is not limited to: Sexual Harassment, Gender-based Harassment, Sexual Intimidation, Sexual Exploitation, Sexual Assault and Non-Consensual Sexual Contact, Relationship Violence, Stalking, and Retaliation.

*Rutgers University has several policies which govern Title IX:*

**Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct 10.3.12**  
Rutgers is committed to fostering an environment that is safe and secure and free from sexual and gender-based discrimination and harassment, sexual violence, dating and domestic violence, stalking and other related misconduct. The university recognizes its responsibility to increase awareness of such misconduct, prevent its occurrence, support victims, deal fairly and firmly with offenders and diligently investigate reports of misconduct. This policy sets forth how the university defines and addresses sexual and gender-based harassment, sexual violence, stalking and related misconduct involving university students.

**Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct by Employees and Third Parties 60.1.28**

This policy applies to conduct committed by University employees and third parties and prohibits a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. Sexual harassment, sexual violence, sexual exploitation, gender based harassment, stalking, and relationship violence (including dating and domestic violence) are all forms of misconduct that are prohibited by this policy and will not be tolerated by the University. The University recognizes its responsibility to increase awareness of such misconduct, prevent its occurrence, support victims, deal fairly and firmly with offenders, and diligently investigate reports of misconduct. In addressing these issues, all members of the university must come together to respect and care for one another in a manner consistent with our deeply held academic and community values.

7. Advise the victim that they have the right to contact or not to contact the police at any time. Please also inform the victim that you are required to report the incident to the Title IX Office, but the victim does not have to file a formal complaint. They can come back to file a formal complaint at any point in time. Let them know the Title IX Office will provide more information about the process.

8. Some victims are in situations where they don't feel safe going to classes, going home or going to work. Let the victim know that there are people on campus that can help them. Advise the victim that assistance can be provided by the college (Title IX Coordinator, VPVA, or Dean of Students) for changing housing, academic, and working situations, or any other interim measures if requested by the victim and if reasonably available, regardless of whether the victim chooses to report the situation to the police or file a formal complaint via the Title IX Office.

9. Inform the victim that findings of retaliation could result in policy violation charges. The University wants to make certain the fear of retaliation does not prevent the victim from reporting the incident either to the police or formally to the University. If the victim experiences any retaliation, they should immediately contact the Title IX Coordinator. Let them know that the Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking and Related Misconduct can also be found online at [respect.rutgers.edu](http://respect.rutgers.edu).

## Syllabus Statement

### Title IX

Rutgers faculty are committed to helping to create a safe learning environment for all students and for the university as a whole. If you have experienced any form of gender or sex-based discrimination or harassment, including sexual assault, sexual harassment, relationship violence, or stalking, know that help and support are available. Rutgers has staff members trained to support survivors in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, and more. The University strongly encourages all students to report any such incidents to the University. Please be aware that all Rutgers employees (other than those designated as confidential resources such as advocates, counselors, clergy and healthcare providers as listed in Appendix A to Policy 10.3.12) are required to report information about such discrimination and harassment to the University. This means that if you tell a faculty member about a situation of sexual harassment or sexual violence, or other related misconduct, the faculty member must share that information with the University's Title IX Coordinator.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can find a list of resources in Appendix A to University Policy 10.3.12. For more information about your options at Rutgers, please go to [respect.camden.rutgers.edu/](http://respect.camden.rutgers.edu/)

For more sample syllabus statements and other faculty resources visit our website: [respect.camden.rutgers.edu](http://respect.camden.rutgers.edu)

## Compliance and Responsibility

Compliance with the law is everyone's responsibility at the university. All employees at Rutgers University-Camden, unless they are working directly for the Wellness Center, VPVA, Interfaith Chaplains or the Domestic Violence Clinic, are considered a Responsible Employee and have mandatory reporting responsibilities.

### What does this mean?

As a responsible employee under the federal law and our own policies, employees designated "Responsible Employees" are required to report all potential incidents of sexual misconduct. Responsible employees include those who have the authority to take action to redress sexual misconduct, those given the duty of reporting incidents of sexual misconduct to the Title IX Coordinator, or anyone a student would reasonably believe to have that duty. The Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct (10.3.21) requires that all faculty and staff not designated as a Confidential Resource relay such reports to the Title IX Coordinator.

## Examples of Title IX

*The following are not inclusive list or full definition of the terms covered by Title IX or our policies:*

### Gender-Based Harassment

Can occur if students are harassed either for exhibiting what is perceived as a stereotypical characteristic of their sex, or for failing to conform to stereotypical notions of masculinity or femininity.

### Hostile Environment

When the harassment is so severe that it causes disruption in the class or workplace.

### Relationship Violence

Any act of physical, sexual, and/or psychological harm against an individual by a current or former intimate or romantic partner.

### Sexual Assault

Any act of touching of an unwilling or non-consenting person's intimate parts (under or over a person's clothes).

### Sexual Exploitation

Abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose.

### Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, or communication of a sexual nature.

### Stalking

Any course of conduct directed at a specific person that would cause a reasonable person to be fearful of serious harm or danger to themselves or to individuals close to them.

More info can be found at: [respect.camden.rutgers.edu/definitions](http://respect.camden.rutgers.edu/definitions)

## How Do I Report?

Fill out our online form directly:

[cm.maxient.com/reportingform.php?RutgersUniv&layout\\_id=13](http://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=13)

Or through our other academic resource websites:

[respect.camden.rutgers.edu](http://respect.camden.rutgers.edu)

[deanofstudents.camden.rutgers.edu](http://deanofstudents.camden.rutgers.edu)



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Respect



DoS

Contact Title IX Coordinator, Allison Wisniewski  
[aemery@camden.rutgers.edu](mailto:aemery@camden.rutgers.edu)  
856-225-6422



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