

# Resource Guide on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence

*Information and resources for students and employees experiencing sexual assault, sexual harassment, intimate partner violence, stalking, or other forms of Prohibited Conduct under UMW's Policy on Sexual and Gender Based Harassment and Other Forms of Interpersonal Violence*

[diversity.umw.edu/title-ix/](https://diversity.umw.edu/title-ix/)

## On Campus Resources and Support

### Director of Compliance and Title IX/ADA Coordinator

Ruth Davison | 540.654.5656 | [rdavison@umw.edu](mailto:rdavison@umw.edu)  
Lee Hall 401

### Deputy Title IX Coordinator for Employees

Terri Arthur | 540.654.2051 | [tlockhar@umw.edu](mailto:tlockhar@umw.edu)  
GW 201

### Deputy Title IX Coordinator for Students

Brandy Ellard | 540.654.2108 | [bellard@umw.edu](mailto:bellard@umw.edu)  
Hamlet House

### Center for Prevention and Education (CPE)

Marissa Miller | 540.654.1193 | [mmille23@umw.edu](mailto:mmille23@umw.edu)  
Fairfax House

### Dean of Students

Melissa Jones | 540.654.1200 | [mjones6@umw.edu](mailto:mjones6@umw.edu)  
University Center 325

### Professional on Call | 540.654.1025 (through UMW PD)

### UMW Police & Public Safety

540.654.4444 (emergency) 540.654.1025 (non-urgent)  
Brent House | Report online or anonymously at  
[www.umw.edu/police/reporting-a-crime/silent-witness-form/](http://www.umw.edu/police/reporting-a-crime/silent-witness-form/)

## On Campus – Confidential

### Talley Center for Counseling Services

540.654.1053 | M-F 8am-5pm  
Lee Hall 106 and Tyler House

### UMW TEAL Peer Educators

Advice, Education, Peer Support  
[umwteal@gmail.com](mailto:umwteal@gmail.com)

### Student Health Center (for non-urgent care and pregnancy or STI testing)

| M-F 8am-4:30pm  
Lee Hall 112 | 540.654.1010

*The University of Mary Washington is concerned with your health and well-being. If you or someone you know is a victim of gender-based violence of any kind, you are strongly urged to seek immediate assistance. What happens next is up to you. You are not alone.*  
<https://diversity.umw.edu/victims-services/>

## Off Campus Resources and Support

### Seek Medical Attention

#### Mary Washington Hospital Emergency Room

Sexual Assault Nurse Examiners Line: 549.741.1000

#### Virginia Department of Health, City of

#### Fredericksburg (free STI and HIV testing)

680 Jackson St. | 540.899.4142

### Contact Law Enforcement

#### Fredericksburg Police | 2200 Cowan Blvd.

Emergency | 911

Non-emergency | 540.373.3122

### Talk to Someone

#### Rappahannock Council Against Sexual Assault

(RCASA) | [rcasa.org](http://rcasa.org)

24-hour services: 540.371.1666

#### Empowerhouse | [empowerhouseva.org](http://empowerhouseva.org)

24-hour services: 540.373.9373

#### Victim/Witness Program | [www.fredericksburgva.gov/335/Victim-Witness-Program](http://www.fredericksburgva.gov/335/Victim-Witness-Program)

#### Employee Assistance Program | [adminfinance.umw.edu/hr/employee-relations/employee-assistance-program/](http://adminfinance.umw.edu/hr/employee-relations/employee-assistance-program/)

### Legal Assistance

#### Legal Aid Works | [www.LegalAidWorks.org](http://www.LegalAidWorks.org)

[LAWfred@LegalAidWorks.org](mailto:LAWfred@LegalAidWorks.org)

#### Virginia Legal Aid | [www.valegalaid.org](http://www.valegalaid.org)

866.534.5243

**Privacy vs. Confidentiality:** *If you share information with a professor, staff, coach, RA, member of orientation staff, or other responsible employee about an incident related to Prohibited Conduct, it will be shared with the Director of Compliance and Title IX/ADA Coordinator. These individuals will keep your information private and only notify those on a "need to know" basis.*

## Complainant Options and Rights

*You may choose to talk to someone. Speaking with confidential resources such as the Talley Center for Counseling Services will **not** initiate a process with the University, and they are not required to report to the Director of Compliance and Title IX/ADA Coordinator. Consider reporting Prohibited Conduct to the Office of Title IX and ADA Compliance. Individuals who are reported to have experienced Prohibited Conduct have options and rights under Federal Law and UMW's Policy. Additional information on Complainant Rights is included in UMW's Policy.*

The right to supportive measures.

The right to have the report treated as private.

The right to a prompt, fair, and impartial investigation and resolution with transparent procedures consistent with UMW policies.

The right to timely notice of meetings.

The right to an advisor of their own choosing.

The right to prohibition of retaliation.

The right to be heard, provide evidence, suggest witnesses to be interviewed and questions to be asked during the investigation.

The right to review and respond to evidence prior to the completion of the investigation report and the right to review and respond to the report.

The right to a hearing on the allegations and the right to ask relevant questions of the other party and witnesses through an advisor.

The investigation and hearing will be conducted by trained officials who do not have a conflict of interest or bias for or against a party.

The right to a finding based on the Preponderance of the Evidence Standard.

The right to receive simultaneous notification in writing, to both parties, of the final result, procedures for appeal, any changes to the result, and when such results become final.

The right to appeal the finding(s) and sanction(s) of the resolution in accordance with the Policy.

## University of Mary Washington Policy and Procedures

UMW's *Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence* prohibits Sexual Harassment, Sexual or Gender-Based Misconduct, Sexual Exploitation, Retaliation, and Complicity (Prohibited Conduct). For additional information and to view the Policy, please visit [diversity.umw.edu/title-ix/](http://diversity.umw.edu/title-ix/) or contact the Director of Compliance and Title IX/ADA Coordinator.

**Reporting Options:** You may report Prohibited Conduct to the University, Law Enforcement, or both. You may report Prohibited Conduct to the University at [www.umw.edu/concerns](http://www.umw.edu/concerns) or by contacting the Director of Compliance and Title IX/ADA Coordinator. The Office of Title IX and ADA Compliance can help with academic and housing accommodations and provide additional information on reporting options and university processes. Please note that under Virginia Law, the University is required to notify police if a felony is reported.

**What Happens Next:** If you report Prohibited Conduct to the University, the Office of Title IX and ADA Compliance will contact you to offer support, resources, and information. You have the option to file a Formal Complaint under the Policy. After filing a Formal Complaint, Informal Resolution and Formal Resolution options may be available. With limited exceptions as outlined in the Policy, UMW will not initiate or continue an investigation against the Complainant's request.

**Supportive Measures:** You are entitled to supportive measures whether or not you choose to report to the police or file a formal complaint under the Policy. Supportive measures may include measures such as no-contact orders, housing modifications, academic accommodations and support, work schedule accommodations, and referrals for mental health counseling, victim advocacy, legal assistance, visa and immigration assistance, and other services available.

**Informal Resolution:** Informal Resolution is a flexible process that is available in many cases. Informal Resolution results in an outcome agreed to by both parties and the Director of Compliance and Title IX/ADA Coordinator. For more information, please visit [diversity.umw.edu/title-ix/](http://diversity.umw.edu/title-ix/) or contact the Director of Compliance and Title IX/ADA Coordinator.

**Formal Resolution:** UMW will designate an investigator(s) to conduct a prompt, thorough, fair, and impartial investigation. The investigator will meet separately with the Complainant, Respondent, and witnesses for statements and gather available information such as electronic communications, photographs, videos, and other relevant evidence. The investigator will share collected evidence and provide an investigation report summarizing the relevant information gathered. Parties will have an opportunity to respond to the evidence and investigation report. In certain cases, the investigation report will contain recommended finding(s) and sanction(s), if applicable, that the parties may choose to accept. In other cases, there may be a hearing. At the hearing, the University decision-maker(s) will ask the Complainant, Respondent, investigator, and witnesses questions. Additionally, the Complainant's and Respondent's advisors will be permitted to ask the other party and witnesses questions. If a party does not have an advisor, UMW will appoint one for the hearing. Additionally, complainants may have an advisor of their choice throughout the process to assist them. For additional information, please visit [diversity.umw.edu/title-ix/](http://diversity.umw.edu/title-ix/) or contact the Director of Compliance and Title IX/ADA Coordinator.

**Amnesty:** UMW may grant amnesty to students from drug, alcohol, and other student conduct policies. Sexual assault is never the Complainant's fault. Don't let fear of "getting in trouble" keep you from reporting.

**Retaliation:** It is a violation of UMW's policy to retaliate in any way against a student, faculty, or staff member because they reported an incident or participated in an investigation or hearing. Please contact the Director of Compliance and Title IX/ADA Coordinator if you have concerns about retaliation.