



FLORIDA STATE
UNIVERSITY

RIGHTS AND RESOURCES FOR SEXUAL/GENDER BASED VIOLENCE SURVIVORS

Sexual misconduct, including sexual harassment, sexual violence (rape, sexual assault, sexual battery, domestic violence, dating violence, and stalking), and all other forms of sex discrimination (including but not limited to gender based hostility/violence and sexual stereotyping), are violations of University policy and contrary to the University's values. If you experience sexual misconduct, FSU wants to assist you. FSU's policies prohibit retaliation for making complaints of sexual misconduct. You have rights and options. This brochure is designed to help survivors get support and understand these rights.

Go to www.knowmore.fsu.edu for more information.

We Listen

We Learn

We Care

We Respond

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Support Services

FSU and the local community provide victim advocacy, medical services, mental health services, counseling services, and assistance with legal matters—free of charge. A comprehensive online list of support services on and off campus is available at: www.knowmore.fsu.edu



FSU Victim Advocate Program

(850) 644-7161, (850) 644-2277, or (850) 645-0086. Nights/weekends (850) 644-1234, ask for advocate on call.

FSU Victim Advocates provide support to survivors of sexual violence and other crimes. They are available 24 hours a day, 7 days a week. All Victim Advocate Program services are free and confidential. You don't have to file a police report or University complaint to receive support.

A Victim Advocate can help you by:

- Providing crisis counseling and emotional support.
- Going with you to the hospital or other medical appointments.
- Explaining your reporting options and what to expect when you file a criminal report or University complaint.
- Accompanying you to file criminal charges with the police.
- Assisting you in filing a complaint with the University.
- Serving as your advisor or support person during any proceedings or meetings you have with the University to address the situation.
- Assisting you in obtaining a protective injunction, or University no-contact order.
- Arranging temporary lodging for FSU student survivors when an unsafe condition exists, or lodging for parents who come to provide support to the student during the time of crisis.
- Assisting you in requesting academic accommodations (like class changes), transportation changes, or work accommodations to ensure your safety.
- Referring you to support services on and off campus.

Medical Services

Survivors of sexual violence are encouraged to seek medical attention and an evidence collection exam at the Tallahassee Memorial HealthCare emergency room as soon as possible.

The Victim Advocate Program can accompany you to Tallahassee Memorial HealthCare if you decide to go to the hospital for evidence collection.

- **Tallahassee Memorial HealthCare** (850) 431-0911

Because physical evidence is extremely important in the prosecution of sexual violence, it is strongly recommended that survivors do not eat, drink, use the restroom, change their clothing, or clean their body prior to evidence collection. However, a survivor can still choose to have an exam if these activities have occurred.

Survivors can seek an evidence collection exam anonymously and do not have to report having the exam to law enforcement or to University administrators. The exam and any associated medical treatment at Tallahassee Memorial HealthCare are free. FSU's Victim Advocates are available 24/7 to accompany survivors to the hospital or other medical services.

If you are concerned about sexually transmitted infections (STIs) or pregnancy, ask the nurse about antibiotics and emergency contraception at the time of the exam (emergency contraception must be given within a few days to be effective). Even if you decide not to have an evidence collection examination, University Health Services can provide confidential STI or pregnancy prevention services. The Victim Advocate Program can assist you with getting an appointment within three days.

- **UHS Women's Clinic:** (850) 644-4567
- **UHS Medical Director's Office:** (850) 644-8897

Counseling

Confidential, free, mental health counseling and referrals are available on campus through:

- **University Counseling Center:** (for students) (850) 644-2003
- **Employee Assistance Program:** (for employees) (850) 644-2288

Other Campus Support

Immigration advising and support for international students.

- **Center for Global Engagement:** (850) 644-1702

Support and resources for LGBT+ students and employees.

- **Seminole Allies and SafeZones:** (850) 645-0908

Off-Campus Support

- **211–Big Bend:** (dial 211) 24/7 confidential crisis counseling and referral services
- **Refuge House:** (850) 681-2111, 24/7 confidential crisis counseling, referral and advocacy services
- **Tallahassee Police Department Victim Advocacy:** (850) 891-4432, -4246, -4265, or -4742
- **Leon County Sheriff’s Office Victim Advocate:** (850) 606-3300
- **Florida Council Against Sexual Violence:** (850) 297-2000 or toll free (888) 956-7273

Reporting Options

You have the right to file a complaint with the police and with FSU. Reports made to the police and reports made to the University are **separate** processes, but you can pursue both paths simultaneously.

Deciding whether or not to report sexual violence can be a difficult decision. Victim Advocates are available to help you consider reporting options in a confidential setting. As a survivor, you have the right to:

- Report the crime to the police.
- Get assistance from an FSU Victim Advocate in reporting the crime to the police.
- Decline to notify the police.
- Report the crime to University officials, whether or not you choose to notify the police.

You can receive support services and assistance from the University **even if you do not report the incident to the police!**

The University encourages you to choose the reporting option or options that you think are best for you. You may pursue both a criminal investigation with the police and a University sexual misconduct complaint investigation, as different options are available through each process.

Criminal Reporting *(to the police)*

No matter where you are, you can call **911** to report the crime to the police.

- **FSU Police Department:** (for crimes that occur on campus): (850) 644-1234 or 911
- **Tallahassee Police Department:** (for crimes off campus in Tallahassee): (850) 606-5800 or 911
- **Leon County Sheriff:** (for crimes in Leon County): (850) 606-5800 or 911

If you wish to pursue criminal action, you should contact the police as soon as possible and preserve any physical evidence. Incidents occurring off campus should be reported to the law enforcement agency with jurisdiction (usually the Tallahassee Police Department or Leon County Sheriff).

University Reporting *(to FSU Title IX Administrators)*

There are many ways you can make a university report, choose the way that is most comfortable for you. You can make a sexual misconduct/gender based violence complaint to the University by bringing the matter to the attention of any of the following (verbally or in writing):

- The University's Title IX Director;
- Any University Title IX Deputy Coordinator;
- The Dean of Students Department's Office of Student Rights and Responsibilities (note: complaints to the Office of Student Rights and Responsibilities must be in writing);
- The Office of Equal Opportunity and Compliance;
- The Office of Faculty Development and Advancement;

- The Center for Leadership and Social Change;
- The Office of Human Resources;
- A student’s college dean;
- An employee’s immediate or higher-level supervisor; or
- EthicsPoint, the University’s anonymous reporting hotline.

FSU’s Complaint Processes

Regardless of to whom the complaint is made, the **Dean of Students Department (DOS)** handles complaints against students, while the **Office of Equal Opportunity and Compliance (EOC)** handles complaints against anyone else (faculty, staff, contractors, visitors, or unknown assailants).

- The DOS’s complaint procedures are found in the Student Code of Conduct at: <http://srr.fsu.edu/Student-Conduct-Process> or call Student Rights and Responsibilities at (850) 644-5136 for an overview.
- The EOC’s complaint procedures are found in the Sexual Harassment Policy at: http://compliance.hr.fsu.edu/?page=sexual_harassment_policy or call the EOC at (850) 645-6519 for an overview.

When the University receives a complaint of sexual misconduct, it will perform a prompt, fair, and impartial investigation using a preponderance of the evidence standard.

If, at the conclusion of the investigation, the evidence establishes that it is more likely than not that sexual misconduct/gender based violence occurred, a violation will be found. Complaint proceedings are conducted by hearing panel members who receive annual training. Both the reporting party and the responding party have the right to be accompanied to all meetings and complaint proceedings by an advisor of their choice. The reporting party and the responding party will receive simultaneous, written notification of the outcome of the investigation/proceeding.

Off-Campus Incidents

Even if sexual violence occurred off campus, FSU's Victim Advocate Program can provide survivors with assistance. If the person who harmed you off campus was a member of the FSU community, you can make a complaint to the University against that individual. Also, if the effects of sexual misconduct/gender based violence that initially occurred off campus are interfering with your work or educational environment on campus, the University will offer support and assistance upon request.

Sanctions

When an investigation establishes that sexual misconduct/gender based violence has occurred, FSU will take prompt steps to end the misconduct, prevent its recurrence, and correct the effects on the survivors. Disciplinary action will vary based on the severity of the misconduct, but it can include separation from University programs, termination from University employment, or exclusion from campus via a no trespass order.

Interim Assistance and Protection Orders

When the survivor requests assistance, the University will provide reasonably available interim measures after sexual misconduct and/or while a complaint is being reviewed and investigated to protect the safety of the reporting individual, and the campus community, and to prevent retaliation.

- Examples of interim measures include: issuing no contact orders between the individuals involved; making temporary accommodations regarding work locations, residence hall assignments, class or work schedules, or transportation; and providing counseling.
- You do not have to make a police report or a formal University complaint to get reasonably available interim measures, but you do need to let the University know what you need. The Victim Advocate Program can help you request these accommodations.

A Victim Advocate can help you request interim assistance. Where appropriate, these interim measures may be continued after a determination on the complaint is made.

If a survivor wants to pursue an order of protection (protective order) through the legal system, the FSU Victim Advocate Program can provide information on that process. If an individual violates an order of protection (or comparable protective/restraining order) on campus, the FSU Police Department will assist with enforcement of the order when they are notified of the situation and the existence of the order is established.

Confidentiality

If you want to discuss sexual misconduct issues on a completely confidential basis, you should speak with confidential counselors at the following on-campus offices, who can maintain confidentiality (there are some exceptions to confidentiality, e.g., harm to yourself or others, child abuse, elder abuse or abuse of the disabled):

- **The FSU Victim Advocate Program:** (for all crime victims)
- **University Counseling Center:** (for students)
- **Employee Assistance Program:** (for employees)

Staff members in those offices are available to help free of charge and can be seen on an emergency basis. To find a confidential counselor off campus, contact the Refuge House at (850) 681-2111 or 211–Big Bend at 211.

Most University employees, including faculty, supervisors, resident assistants, deans, department chairs, academic advisors, and coaches, are required to report sexual misconduct concerns to University Title IX administrators, *even if the survivor asks them not to.*

- **If you aren't sure whether the person you are talking to can keep your concerns completely confidential, ask them *before* you discuss your situation with them.**

After consulting with a confidential source, you may decide to take no further action or to make a complaint. **This is your decision.** Because of the confidential nature of the counselor/counselee relationship, seeking

advice from a confidential source does not constitute reporting an incident of sexual misconduct or gender based violence to the University.

FSU makes every reasonable effort to handle inquiries, complaints, and investigations in a manner that protects the privacy of all parties. While the University cannot promise complete anonymity in its handling of sexual misconduct complaints, each situation is resolved as discreetly as possible, with information shared only with those who need to know to adequately investigate and resolve the matter. FSU will prioritize confidentiality of survivors in its record-keeping and will respond to public records request without including identifying information about the survivor, to the extent permitted by law.

In limited circumstances, the University may be able to address your concerns and stop the offending behavior without revealing your identity to the alleged harasser. However, this is not always possible. Individuals accused of sexual misconduct/gender based violence are provided with the level of detail about the allegations necessary to allow them a fair opportunity to respond. That level of detail varies depending on the circumstances of the incident, but usually includes the identity of the reporting individual.

In its investigation, the University will be respectful, sensitive, and fair to the person who reported the misconduct and the person accused. Nevertheless, FSU has a compelling interest to address allegations of sexual misconduct brought to its attention. As a result, the University reserves the right to take appropriate action, even in cases when the survivor does not want further action.

Victim Rights When the Accused is a Student

Sexual misconduct/gender based violence complaints against students should be submitted to the Dean of Students Department's Office of Student Rights and Responsibilities and will be resolved through the procedures in the Student Code of Conduct. Your rights during this process are:

- To be treated with respect and dignity.
- To be informed of available options for resolution under the Student Code of Conduct.

- To be informed of campus resources and support services, including, but not limited to the Victim Advocate Program.
- To have unrelated past behavior excluded from the hearing. The past sexual history of the reporting party is not relevant, unless deemed essential by the hearing body to protect fundamental due process.
- To attend an information session, during which time the reporting individual can view all materials related to the case and receive instruction regarding the disciplinary process and the responding student's and reporting student's rights.
- To have an advisor accompany you when presenting information to the hearing body and to any other relevant meetings held throughout the disciplinary process. See the Student Conduct Code for more information about the role of advisors:
 - https://dos.fsu.edu/srr/_localDocuments/student-conduct-code.pdf .
- To present evidence including presenting witnesses and/or signed written statements, as well as other relevant reports and documentary evidence.
- To question the charged student and witnesses during the hearing.
- To submit an impact statement to the Office of Student Rights and Responsibilities or University Housing.
- To request to testify in a separate room from the responding student as long as the process does not unduly compromise the responding student's fundamental due process right to question the witness.
- To request to be present throughout the entire hearing, or portions thereof.
- To be notified of the status and outcome of the student conduct code process at the first hearing level and final appeal to the extent that the outcome directly relates to the reporting individual and the notification does not violate the privacy rights of the responding student.
- To appeal any first-level decision, provided that one or more of the reasons for appeal is relevant to the case.

Victim Rights When the Accused is an Employee

Sexual Misconduct complaints against employees are handled by the Office of Equal Opportunity and Compliance in Human Resources (EOC). Complaints can be initiated by submitting a detailed verbal or written statement of the incident to the EOC. The EOC's formal complaint form is located at: compliance.hr.fsu.edu/forms/DiscriminationComplaintForm_fill.pdf

Your rights during the EOC complaint process are:

- To be treated with respect and dignity.
- To be informed of available options for resolution under the EOC's procedures.
- To be informed of campus resources and support services.
- To request reasonable interim measures to ensure your safety while a complaint is investigated. (The EOC will determine whether the request can be granted after consultation with the Title IX Director or University Counsel, as appropriate.)
- To be accompanied to all meetings by an advisor of your choice. The advisor may not speak for you.
- To submit a written complaint, supporting documents, and other relevant evidence.
- To propose witnesses (the EOC will determine whether or not a proposed witness will be interviewed).
- To receive a prompt, thorough, and impartial investigation of your complaint.
- To participate in an intake interview with the EOC and review your interview notes.
- To be kept informed of the status of your case throughout the process upon request.
- To be notified of the outcome of your case in writing.
- To make a written records request to the EOC for a copy of the Investigative Summary of the case, once the case has been closed.

Victim Rights in Criminal Proceedings

Victim rights in the Florida criminal system are explained in Chapter 960 of the Florida Statutes.

Healing

Sexual violence is a traumatic crime with many short- and long-term impacts on emotional, physical, and psychological well-being. Recognize that healing takes time and seek out support and counseling. Victim Advocates at FSU are ready to assist you. Consider joining a survivor support group at the University Counseling Center.

Directory of Services

Confidential Support On Campus

FSU Victim Advocate Program: victimadvocate.fsu.edu

- (850) 644-7161, (850) 644-2277, or (850) 645-0086. Nights/weekends (850) 644-1234, ask for advocate on call.

University Counseling Center: (for students) counseling.fsu.edu

- (850) 644-2003

Employee Assistance Program: (for employees) [vpfa.fsu.edu/
Employee-Assistance-Program](http://vpfa.fsu.edu/Employee-Assistance-Program)

- (850) 644-2288

University Health Services: healthcenter.fsu.edu

- Women's Clinic (850) 644-4567
- Medical Director (850) 644-8897

Confidential Support Off Campus

Tallahassee Memorial HealthCare: tmh.org

- (850) 431-0911

Refuge House: refugehouse.com

- (850) 681-2111

211–Big Bend: 211bigbend.net

- 211

On-Campus Complaint Resolution (not confidential)

FSU Police Department: police.fsu.edu

- (850) 644-1234 or 911

FSU Title IX Director:

- Jennifer Broomfield (850) 644-6271 (for complaints against students)

FSU Title IX Deputy Coordinator

- Renisha Gibbs (850) 644-8082 (for complaints against faculty, staff and visitors)

Dean of Students Department, Office of Student Rights and Responsibilities: srr.fsu.edu

- (850) 644-2428

Equal Opportunity and Compliance: compliance.hr.fsu.edu

- (850) 645-6519

FSU EthicsPoint Hotline: fsu.ethicspoint.com

- toll free (855) 231-7511

Other On-Campus Services (not confidential)

Center for Global Engagement: cge.fsu.edu

- (850) 644-1702

Seminole Allies and SafeZones: sga.fsu.edu/safe_zone.shtml

- (850) 645-0908

Other Off-Campus Services

Tallahassee Police Department: talgov.com/tpd/tpdhome.aspx

- (850) 891-4200 or (850) 606-5800 or 911

Leon County Sheriff: leoncountysos.com

- (850) 606-3300 or 911

Florida Counsel Against Sexual Violence: fcasv.org

- (850) 297-2000 or toll free (888) 956-7273

NOTES

SEXUAL VIOLENCE PREVENTION AT FSU
#KNOWMORE

FLORIDA STATE DOES NOT TOLERATE SEXUAL VIOLENCE.

knowmore.fsu.edu

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Contact jbroomfield@fsu.edu with questions or for more information.