



# The support you need

## HOW TO ACCESS CWRU RESOURCES

Case Western Reserve University supports any students, faculty, staff, postdocs who experience sexual harassment, sex discrimination and/or retaliation.

Here's what you need to know to get the support you—or someone you know who has experienced these acts—deserve.



### CHOOSE YOUR PATH TO REPORT AND/OR ACCESS SUPPORT

There are three pathways for you to report experiences (including those that happened before coming to CWRU) with sexual harassment, sex discrimination and/or retaliation. Explore your options (next page) and choose which path is right for *you*.

### YOU CAN MAINTAIN EQUAL ACCESS TO EDUCATION AND PROFESSIONAL OPPORTUNITIES

By choosing the pathway that works best for you—or someone you know—you can get the help needed so you can return to focusing on your academic or career goals at Case Western Reserve.

### CWRU'S AMNESTY POLICY ENCOURAGES REPORTING

Case Western Reserve will *not* pursue charges for minor violations of policies and rules—such as underage drinking or use of illicit drugs—against you if you report sexual harassment, sex discrimination and/or retaliation to the Office of Equity.



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## PATHWAY 1:

### Reporting to a "confidential resource"

CWRU offers confidential resources with whom you can talk. These individuals will not share your information with the Office of Equity. Instead, they can offer support, resources and contact information for the Office of Equity.

Confidential resources are:

- Licensed professionals in University Health & Counseling Services;
- A confidential advocate in the Flora Stone Mather Center for Women;
- Interreligious Council clergy and chaplains working within the scope of their license or ordination; and
- IMPACT Solutions' confidential resources for employees (more information is available at [case.edu/hr](http://case.edu/hr)).

You decide if/when to contact the Office of Equity. The Office of Equity will **not** reach out to you until you contact them.

## PATHWAY 2:

### Reporting to a "responsible employee"

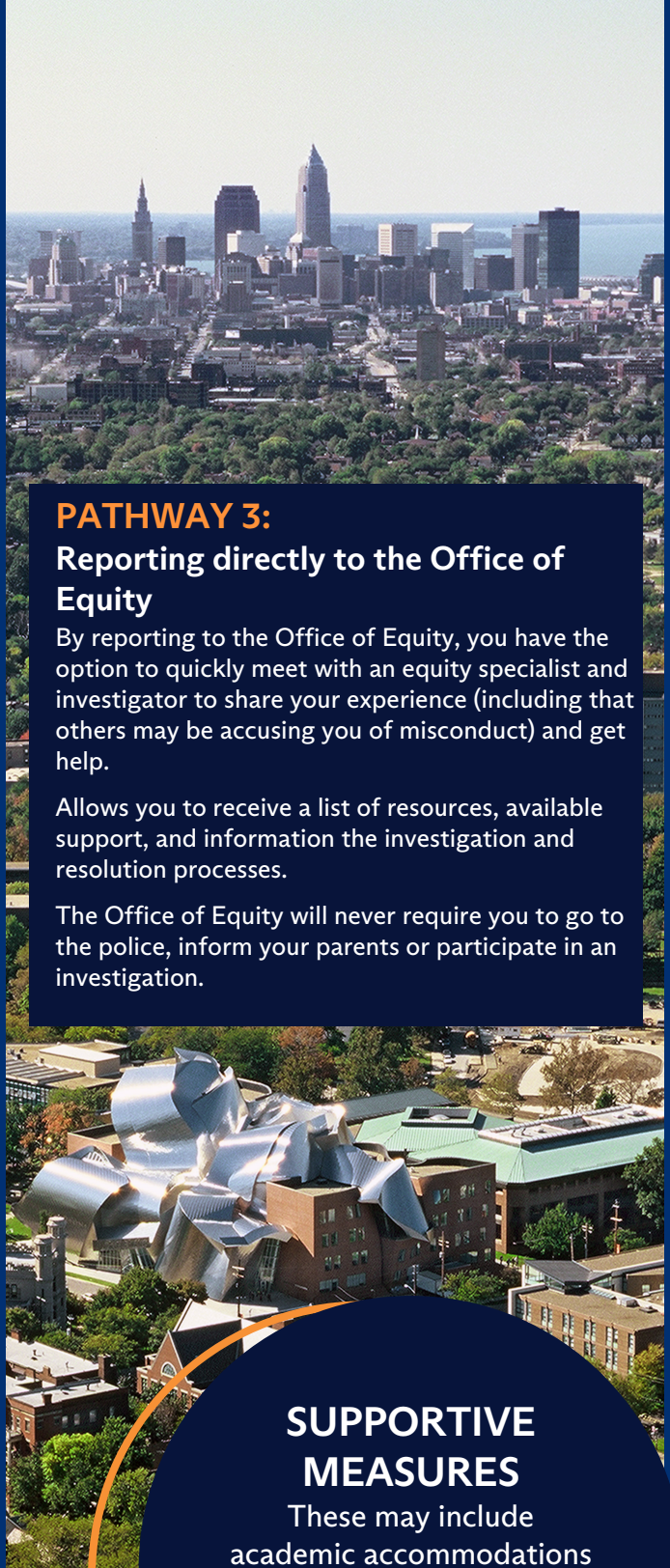
Most CWRU faculty and staff are "responsible employees" (or "mandated reporters") who must share information with the Office of Equity when they learn that a member of the CWRU community is impacted by sexual harassment or sexual violence. Responsible employees include faculty, most staff, postdocs, resident assistants, orientation leaders and teaching assistants.

By reporting to a responsible employee, the Office of Equity can contact you to inform you of your options and support, and request a voluntary meeting with an equity specialist and investigator to help you understand your options. **You** decide if/when to respond to this outreach.

This option allows CWRU to take action and offer supportive measures.



[equity@case.edu](mailto:equity@case.edu)  
[case.edu/equity](http://case.edu/equity)



## PATHWAY 3:

### Reporting directly to the Office of Equity

By reporting to the Office of Equity, you have the option to quickly meet with an equity specialist and investigator to share your experience (including that others may be accusing you of misconduct) and get help.

Allows you to receive a list of resources, available support, and information the investigation and resolution processes.

The Office of Equity will never require you to go to the police, inform your parents or participate in an investigation.

## SUPPORTIVE MEASURES

These may include academic accommodations (excused absences, extensions, etc.), schedule adjustments, residential changes, no contact directives, and/or investigations.





# Title IX in Five

## Frequently asked questions about Title IX

**#1**

### What is Title IX?

Title IX of Education Amendments of 1972 prohibits discrimination based on sex, including sexual harassment, in education programs that receive federal funding.

**#2**

### What is a Title IX coordinator?

The Title IX coordinator is responsible for implementing Title IX at Case Western Reserve by providing support to anyone impacted by sex discrimination or sexual harassment. They also make sure the procedures in CWRU's "Policy Against Sexual Harassment and Procedures for Supporting Faculty, Students, Employees and Third Parties Who Experience It" are followed, and that all people are treated fairly and with respect.

**#3**

### Who is CWRU's Title IX coordinator?

Rachel Lutner, JD, senior associate vice president for equity, is the university's Title IX coordinator and Section 504 coordinator.

**#4**

### When should I contact her?

Direct questions about how Title IX applies to situations affecting the CWRU community and its educational programs and activities to the Title IX coordinator.

**#5**

### How do I contact her?

case.edu/equity  
rachel.lutner@case.edu  
Nursing Research Building, Suite 1180 (2120 Cornell Road)  
Office Phone: 216.368.3066  
Cell (text or call): 216.327.4160

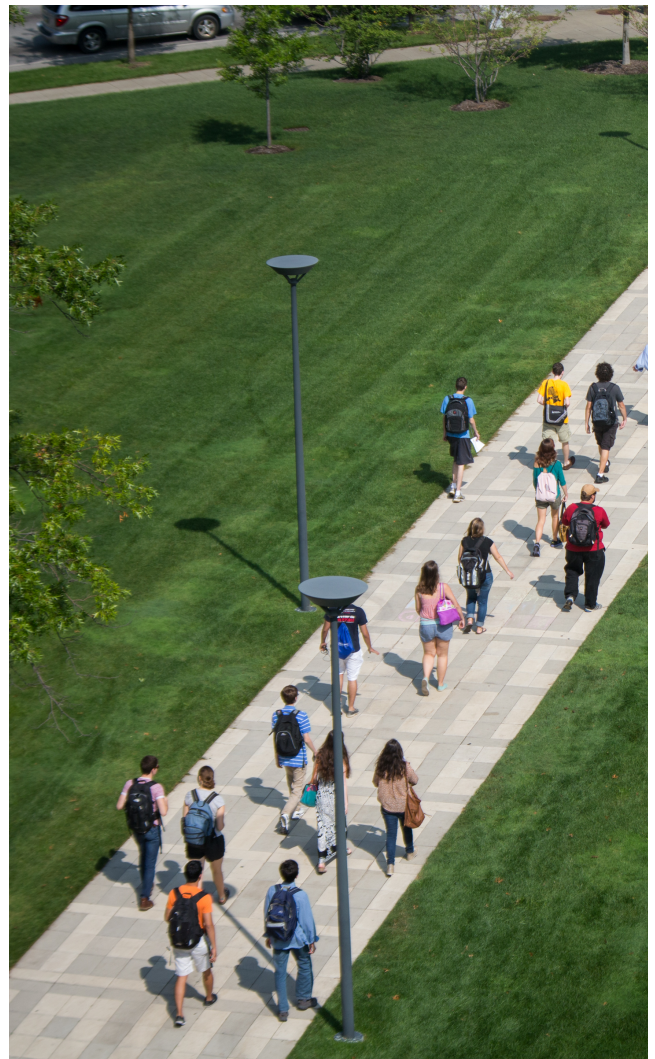


# Explaining the university's policy against sexual harassment

## "Policy Against Sexual Harassment and Procedures for Supporting Faculty, Students, Employees and Third Parties Who Experience It"

### An Overview

- This policy prohibits sex- or gender-based discrimination that takes the form of sexual harassment.
- There are many forms of sexual harassment. Case Western Reserve's policy strives to prohibit all sexual harassment by categorizing such conduct as sexual harassment, sexual assault, stalking, sexual exploitation, and dating violence or domestic violence, which are defined in this policy.
- In this policy, sexual violence is a serious form of sexual harassment.
- This policy contains procedures the Office of Equity uses to support students, faculty, staff, postdoctoral fellows and scholars, and others who experience or previously experienced sexual harassment or who are or were accused of violating this policy.
- This policy includes the investigation procedures used to assess whether sexual harassment occurred, and the steps needed to stop that conduct and/or prevent its reoccurrence.



Read Case Western Reserve's policy in full online at [case.edu/equity](https://case.edu/equity).





# WAS THAT SEXUAL HARASSMENT?

*At Case Western Reserve University, "sexual harassment" is a term that includes sexual harassment, sexual assault, domestic violence, dating violence, exploitation and stalking. It is unwelcome behavior motivated by the sex, gender, sexual orientation, gender expression and/or gender identity of another person.*

**Sexual harassment is:** unwelcome conduct that a reasonable person finds severe, pervasive and objectively offensive, and the conduct interferes with a person's ability to participate in CWRU's academic and professional opportunities.

Examples: Pulling someone's bra strap; grabbing someone's groin, hip or buttocks, staring or brushing up against someone. Making sexual comments or using innuendo. Repeatedly asking a person out, giving unwanted gifts, hanging around a person, and making gestures or facial expressions simulating sexual activity.

**Sexual assault is:** A sexual act directed against another person, without that person's consent or when the person is incapable of giving consent (such as due to intoxication by drugs or alcohol).

Examples: rape, unwanted rough or violent sexual activity, and physical contact that is non-consensual (touching, grabbing, kissing, oral sex).

**Sexual exploitation is:** Taking non-consensual or abusive sexual advantage of another person, and when the conduct does not otherwise constitute sexual harassment as defined here.

Examples: Taking or sharing pictures, videos or audio recordings of sexual activity without the consent of all persons involved in the activity; causing or attempting to cause the incapacitation of another person so they cannot decline to participate in sexual activity; blackmailing a person based on images or videos of sexual activity; revenge porn; and spreading sexual rumors about another.

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*The Office of Equity supports members of the CWRU community impacted by sexual harassment, whether they experienced it, or are accused of doing it.*

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**Dating violence is:** sexual or physical abuse or the threat of such abuse that occurs between people in a dating relationship (i.e., a romantic or intimate relationship). Dating violence also includes conduct that doesn't involve physical violence.

Examples: undermining an individual's sense of self-worth and/or self-esteem through constant criticism, diminishing one's abilities, namecalling, or damaging one's relationship with peers; threatening physical harm to self, partner, children, or partner's family or friends; destruction of pets and property; and forcing isolation from family, friends, or school and/or work.

**Domestic violence is:** all of the above-mentioned examples, but it occurs with people who are/were married, in a civil union or share a child together.

**Stalking is:** The repeated following, watching or harassing of a person that would cause a reasonable person to (a) fear for their safety or the safety of others, or (b) suffer substantial emotional distress.

Examples: Repeated, unwanted phone calls, texts, or other messages that may or may not be threatening; creating fake profiles to continue contacting a person after they have been blocked; observing, following or "coincidentally" showing up wherever the person goes; waiting outside of the person's class, home, job, car, etc.; leaving notes, gifts or other items for the person; spreading rumors online and in person.



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### **What is retaliation?**

Retaliation means a person takes an adverse action against a person who engaged in protected activity because of that person's protected activity.

### **What are examples of "adverse action" and "protected activity"?**

An individual takes or attempts to create **adverse action** by intimidating, threatening, coercing or harassing another person; discriminating against an individual; punishing them; or causing the other person to hesitate in the future to exercise a right granted to them by CWRU's Sexual Harassment Policy because this individual engaged in "protected activity." Examples:

- Receiving a bad grade or bad evaluation;
- Not being invited to a social, professional, or academic engagement that all similar students or employees are invited to;
- Threats relating to employment or the academic program ("I will have you dismissed from this program");
- Transferring a person to a new position or new research project that nominally decreases the employee's or student's opportunities or career prospects;
- Talking about the student or employee to others who are not an appropriate audience;
- Sharing private information about the student or employee to persons who don't need to know that information.
- Potential retaliation: Violations of a No Contact Directive (a supportive measure the Office of Equity offers those who may have experienced sexual harassment and/or retaliation that prohibits contact and communications between two or more persons).

**Protected activity** includes reporting an incident that may implicate CWRU's Sexual Harassment Policy, participating in a process described in this policy, supporting a person who has reportedly experienced sexual harassment or who is accused of engaging in that conduct; and assisting in providing relevant information to an investigation. Examples:

- Sharing information, even anonymously, with the Office of Equity about discrimination;
- Stating that a person will report to the Office of Equity;
- Telling someone that they are discriminating against a person;
- Requesting an accommodation OR disagreeing with someone about the implementation of an accommodation;
- Encouraging another person to share information with the Office of Equity; and
- Refusing to take action because it is harassing or discriminatory.

## **REPORTING SEXUAL HARASSMENT AND RETALIATION**

Acts of alleged retaliation should be reported immediately to the Title IX coordinator, Rachel Lutner, in the Office of Equity. Reported retaliation will be promptly investigated pursuant to the university's policy.

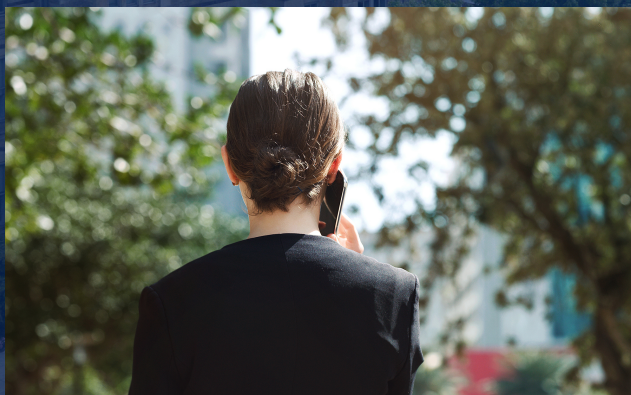
There are three ways to report acts of alleged sexual harassment and retaliation:

### **Report to a confidential resource**

Confidential resources at CWRU are the counselors in the University Health and Counseling Services, a confidential advocate in the Flora Stone Mather Center for Women, and members of the Interreligious Council working within the scope of their license or ordination. These individuals are not required to share information of sexual harassment with the Office of Equity.

### **Report to a responsible employee**

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### **Report to the Office of Equity**

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[case.edu/equity](mailto:case.edu/equity)  
[rachel.lutner@case.edu](mailto:rachel.lutner@case.edu)



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