

TITLE IX RESPONSE GUIDE HOW TO REACT

As a friend, instructor, staff member or other caring person at Eastern, you may be someone in whom a member of our campus community chooses to confide their experience of sexual harassment or sex discrimination. Be proud that this person trusts you. Be worthy of that trust.

HOW SHOULD I REACT IF A STUDENT OR COLLEAGUE (OR ANYONE) TELLS ME ABOUT AN ASSAULT OR INCIDENT?

- x With kindness.
- x Without judgement.
- x Listen. Don't interrupt or interrogate.
- x Provide comfort, tissues, and a gentle ear.
- x If you are too uncomfortable, find someone else to help.
- x Urge medical treatment right away if indicated. (ie., ~~there~~ ~~the~~ injuries, risk of illness/STI, or chance of pregnancy)
- x

WHAT IS EXPECTED OF ME LATER?

Nothing is required unless you receive a notification to provide information as a witness; however, it would be kind of you to check in with the person and offer continued support.

WILL I HAVE TO TESTIFY AT A HEARING ?

Maybe. If the report results in a formal investigation, you could be contacted by the Investigators to share what you know. Later, there will likely be a hearing, and the parties have the right to call witnesses. If you are called to testify, you must answer questions from each party's advisor who may or may not be an attorney. If the incident is reported to the law enforcement and criminal charges are filed, you could be interviewed by police and called to testify at trial.

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CAN I GET IN TROUBLE FOR REPORTING?

No. Eastern prohibits retaliation in any form and against any person. Also, the College will not initiate disciplinary action against any party or witness who was under the influence of drugs or alcohol at the time of the reported sexual harassment or sex discrimination.

WHAT IF HEARING SOMEONE'S STORY CAUSES DISTRESS FOR EVERY CA/(t)-4.6 (T58T9(a)9eARI)-.6 (NE