

# RESPECT AT RMU

STUDENT RESOURCES  
FOR GENDER  
DISCRIMINATION,  
SEXUAL MISCONDUCT  
AND RELATIONSHIP  
VIOLENCE



TITLE IX OFFICE

[RMU.EDU/TITLEIX](http://RMU.EDU/TITLEIX)

## THE TITLE IX OFFICE

Robert Morris University is committed to maintaining an environment that is consistent with our Core Value of “Individuals Matter,” which calls upon all of us to demonstrate respect for the dignity of, and promote the safety and well-being of, each member of the University Community.

The Title IX Office is available to assist students who may have experienced a Title IX related incident, including gender discrimination, sexual misconduct, dating and domestic violence, sexual assault, sexual harassment, stalking or gender-based bullying. Title IX responds to allegations of gender discrimination and sexual misconduct by:

- Investigating what happened
- Taking appropriate steps to resolve the matter, doing its best to eliminate the harassment, prevent its recurrence, and remedy the effects even if no formal complaint has been made or when a person making a complaint does not wish to further participate in the investigation process
- Take interim measures, including academic and living accommodations, during the investigation to prevent further harassment



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Title IX Coordinator

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### OFFICE LOCATION & HOURS OF OPERATION

We invite you to speak with the Title IX Coordinator or other Title IX staff if you have questions or concerns, or to report a Title IX related incident.

Location: School of Business  
Suite 125

Hours: 8:30 am-4:30 pm,  
Monday-Friday

Phone: 412-397-5490

Email: [titleixoffice@rmu.edu](mailto:titleixoffice@rmu.edu)

Website: [rmu.edu/titleix](http://rmu.edu/titleix)

**FOR ADDITIONAL  
DEFINITIONS  
AND EXPLANATIONS  
PLEASE REVIEW RMU'S  
POLICY ON SEXUAL  
MISCONDUCT AND  
RELATIONSHIP  
VIOLENCE AVAILABLE  
AT [RMU.EDU/TITLEIX](http://RMU.EDU/TITLEIX).**

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## ABOUT TITLE IX

Title IX of the Education Amendments of 1972 prohibits treating people differently (discrimination) on the basis of sex in educational programs and activities. Discrimination on the basis of sex includes sexual harassment, sexual assault, relationship abuse, stalking and bullying on the basis of sex or gender orientation or expression. Title IX applies to public and private educational institutions receiving federal funds, which includes Robert Morris University.

Title IX applies to RMU students and employees in all academic, educational, extracurricular, athletic, and other school programs including school-sponsored or affiliated activities such as off-campus trips, greek-life functions, study abroad, etc. May cover activity occurring off school grounds if there is potential carry-over into the educational setting. For example, if a student is sexually assaulted off campus by another student, and would likely have interaction with the assailant on campus.

### What is Consent?

Consent must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, coercion, intimidation, threats, or duress used. Silence or absence of resistance does not imply consent. Past consent to sexual activity does not imply ongoing future consent. If a person is mentally or physically incapacitated or impaired (due to alcohol or drug consumption) or asleep or unconscious, there is no consent.

### What is Sexual Misconduct?

Sexual Misconduct means any unwelcome conduct of a sexual nature. It includes but is not limited to 1) Dating Violence; 2) Domestic Violence; 3) Gender-Based Harassment; 4) Sexual Assault;

5) Sexual Exploitation; 6) Sexual Harassment; and 7) Stalking

### What is Sexual Assault?

Sexual Assault means any actual, attempted, or threatened sexual act with another person without that person's consent.

### What is Sexual Harassment?

Sexual Harassment is unwelcome conduct of a sexual nature, including but not limited to, unwelcome sexual advances, requests for sexual favors, or other verbal or nonverbal conduct of a sexual nature.

### What is Relationship Violence/ Dating & Domestic Violence?

Relationship Violence (also known as intimate partner, dating, or domestic violence) is a pattern of behavior in a social, intimate, or romantic relationship used to establish power and control over another person through fear and intimidation. Relationship Violence can be verbal, emotional and/or physical. Examples include: slapping, pulling hair, name calling, damaging property, and threats of abuse or physical harm.

### What is Stalking?

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to 1) fear for his or her safety or the safety of others; or 2) suffer substantial emotional distress. Examples include: non-consensual communications (in-person, text, phone, email, social media), or showing up at the targeted person's classroom or workplace.

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## **WHAT TO DO IF YOU HAVE EXPERIENCED SEXUAL ASSAULT OR OTHER SEXUAL MISCONDUCT**

You are encouraged to take the actions summarized below, regardless of whether or not you choose to pursue criminal charges or file a Title IX Complaint with the University.

### **Ensure Your Physical Safety**

You are encouraged to seek help from, and report crimes to local law enforcement by dialing 911 or University Police at 412-397-2424. University Officers are on duty 24 hours a day, seven days a week.

### **Seek Medical Assistance and Treatment**

It is crucial that you seek medical attention as soon as possible following a sexual assault in order to identify and treat any physical injuries, to prevent or treat any STDs, and to collect evidence. Heritage Valley Sewickley Hospital administers evidence collection kits (or "rape kits"). If you have experienced sexual assault and would like to go to Heritage Valley Sewickley Hospital, you can contact the University Police for assistance. In order to best preserve evidence for an evidence collection kit, it may be advisable to avoid showering, going to the bathroom, or brushing teeth, eating, or drinking before the kit is completed. You should also wear (or take with you in a paper - not plastic - bag) to the hospital the same clothing that you were wearing during the assault. An evidence collection kit can still be completed if you have showered or bathed, although it is possible that some evidence may be compromised. You do not have to file a police report if you have an evidence collection kit completed.

### **Obtain Emotional Support**

The professionals at the Student Counseling Center at RMU can be an important source of support for students who are victims of sexual assault. They may also provide referrals to outside providers and can assist with contacting law enforcement, if you choose to file a criminal complaint. The Counseling Center's services are free of charge to students.

### **Report Misconduct**

You are encouraged to report any incident of Sexual Misconduct, particularly sexual assault, to the University's Title IX Coordinator, even if you have filed a report directly with local law enforcement, so that the University can investigate and respond.

**KEEP EMAILS, TEXT MESSAGES, SOCIAL MEDIA POSTINGS OR ANY OTHER DIGITAL INFORMATION ABOUT THE INCIDENT OR OTHER METHODS OF CONTACT RELATED TO YOUR INCIDENT.**

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## REPORTING OPTIONS

### Filing a Complaint with RMU

If an individual believes they have experienced gender-based discrimination or sexual misconduct, they have the right to file a complaint by contacting the Title IX Coordinator/Title IX Office the 412-397-5490 or in person in the School of Business Suite 125. The Title IX Coordinator can also assist with housing, transportation, and/or academic accommodations.

### Filing a Criminal Complaint

Victims of sexual assault, domestic violence, dating violence, and stalking can file a criminal complaint by contacting the RMU Police at 412-397-2424, or in person at the Barry Center. Victims are not required to file a criminal report, but are encouraged to do so and will be assisted by campus authorities in notifying law enforcement if the victim chooses. RMU Police can also assist a victim with explaining or obtaining a No Contact Order and/or Civil Protection Orders.

### To Report Anonymously

If you wish to file a report anonymously please visit [rmu.edu/titleix](https://rmu.edu/titleix)

## RMU'S TITLE IX PROCEDURES

The Title IX Coordinator is responsible for overseeing the prompt, fair, and impartial investigation and resolution of gender discrimination and sexual misconduct related complaints filed with the University.

During an investigation both the complainant and the respondent will:

- Have the opportunity to have an advisor accompany them to any investigative meetings or any hearing part of the proceedings. An advisor is an individual who provides support, guidance, or advice to a party. They may be a parent, member of the RMU community, or any other person (including an attorney). Their role is purely supportive.
- Receive timely notification, in writing, of the result of any RMU investigation, procedures for appeal, and when the results become final.

To learn more about RMU's Title IX procedures, please review our Policy for Sexual Misconduct and Relationship Violence available at [rmu.edu/titleix](https://rmu.edu/titleix).

**RETALIATION AGAINST ANY PERSON FOR FILING, SUPPORTING, OR PROVIDING INFORMATION IN GOOD FAITH IN CONNECTION WITH A COMPLAINT OF GENDER-BASED DISCRIMINATION OR SEXUAL MISCONDUCT IS STRICTLY PROHIBITED. ANY PERSON WHO FEELS THAT HE OR SHE HAS BEEN SUBJECTED TO RETALIATION SHOULD PROMPTLY REPORT CONCERNS TO THE TITLE IX COORDINATOR.**

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## VICTIM'S BILL OF RIGHTS

You have the right to:

- Be informed of all reporting options
- Be free from pressure to make a criminal report
- Have any allegations of sexual assault, domestic violence, dating violence, stalking, or gender-based bullying investigated and adjudicated by the appropriate campus, civil and criminal authorities
- Be notified of existing campus and community medical services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance, counseling and mental health services whether or not the crime is reported to campus or civil authorities
- Receive, when required, the full, prompt cooperation of campus personnel when they are observing, securing and preserving evidence
- Be informed of options for, and assistance with making changes to academic, living, transportation, and working situations as well as protective measures offered by RMU.

## HOW TO BE AN ACTIVE BYSTANDER

Ensuring our campus community remains safe and respectful requires everyone's effort

- Be Educated: understand what gender discrimination and sexual misconduct are and know the signs; ask questions if you are unsure
- Be Responsible: know that you can make a difference
- Be Engaged: don't assume someone else will step in; take responsibility and act

Additional Risk Reduction Tips:

- If you have limits, make them known as early as possible
- Take care of your friends and ask that they take care of you
- Do not make assumptions about consent; about someone's sexual availability; about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity then you do not have consent
- Do not take advantage of someone's drunkenness or drugged state
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior
- Silence and passivity cannot be interpreted as an indication of consent

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## RESOURCES

### Employee Reporting

The University cares deeply about supporting students and employees, and protecting community safety. Therefore, under RMU's Policy on Sexual Misconduct and Relationship Violence, most employees who witness or receive a report of sexual misconduct must report the incident to the Title IX Office. Exceptions include employees who are empowered by law to maintain confidentiality, such as those in Student Health Services, the Counseling Center, and Pastoral Counselors. Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the RMU Police department. Their report to police will include the date, time, and place of the incident, but WILL NOT include the individual's name(s).

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Email: [titleixoffice@rmu.edu](mailto:titleixoffice@rmu.edu)  
Website: [rmu.edu/titleix](http://rmu.edu/titleix)

**A PERSON'S CONVERSATION AND INFORMATION SHARED WITH ANY UNIVERSITY EMPLOYEE WILL BE KEPT PRIVATE, MEANING IT WILL NOT BE SHARED UNNECESSARILY WITH OTHERS. ONLY A CONVERSATION WITH A CONFIDENTIAL RESOURCE CAN BE KEPT CONFIDENTIAL, MEANING IT WILL NOT BE SHARED WITH ANYONE WITHOUT THE EXPRESS CONSENT OF THE INDIVIDUAL.**

## ON CAMPUS RESOURCES (REQUIRED TO REPORT TO TITLE IX):

### Campus Police

412-397-2424

### Office of the Dean of Students

412-397-6486

### Residence Life/Community Advisors

412-397-5252

### Ethics Point Hotline

800-963-5593

### Financial Aid

412-397-6250

### Legal Resources

412-397-5490

### Visa and Immigration Assistance

412-397-5490

## CONFIDENTIAL ON-CAMPUS RESOURCES (NOT REQUIRED TO REPORT TO TITLE IX):

### Student Health Services

412-397-6221

### Counseling Center

412-397-5900

### Campus Ministry

412-397-6483

## OFF-CAMPUS RESOURCES AVAILABLE 24/7 (NOT REQUIRED TO REPORT TO TITLE IX):

### Center for Victims

866-644-2882  
5916 Penn Avenue  
Pittsburgh, PA 15206  
[www.centerforvictims.org](http://www.centerforvictims.org)

### Pittsburgh Action Against Rape (PAAR)

866-END-RAPE  
81 S. 19th Street  
Pittsburgh, PA 15203  
[www.paar.net](http://www.paar.net)



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