



VICTIMS' RIGHTS AND OPTIONS

The University of Arizona offers resources to students and employees impacted by sexual assault, domestic violence, dating violence, and stalking. Available supportive measures/accommodations can be enacted quickly, before or without a complaint being filed, and will be confidential to the extent allowable under law and policy. University students and employees can contact the Office of Institutional Equity at equity@arizona.edu or (520) 621-9449 to request supportive measures/accommodations.

If you are in danger, call 9-1-1.

VICTIMS' RIGHTS

Victims of sexual assault, domestic violence, dating violence, and stalking have multiple options regarding the involvement of law enforcement and University authorities, including the option to:

- Notify law enforcement authorities, including on-campus and local police;
- Be assisted by university authorities in notifying law enforcement; or
- Decline to notify such authorities.

Whether or not a victim chooses to involve law enforcement or a university disciplinary authority, the university provides victims with information on, and access to, existing counseling, health, mental health, survivor advocacy, legal assistance, visa and immigration assistance, student financial aid, and other support and resources.

Additional Information on Rights and Options

Survivor Advocacy Program

survivorsupport.arizona.edu

520) 621-5767

Office of Institutional Equity

equity.arizona.edu

(520) 621-9449



MEDICAL SERVICES

Victims may wish to seek medical care for injuries, for preventative care and testing, or to preserve forensic evidence. Victims have the right to receive medical care at any emergency department.

Information on medical forensic exams, including providers in Tucson, is available at sacasa.org; information on providers throughout Arizona is available at arizonasurvivors.org; information on providers nationwide is available by calling the National Sexual Assault Hotline, (800) 656-4673. Victims may receive a medical forensic exam without filing a police report or making a report to the university. Victims can receive an exam and choose if, and when to report, including deciding to report later.

In Arizona, though otherwise confidential, medical providers (both on and off-campus) are required to report to the police any physical evidence of a material injury resulting from a violent crime.

A victim can decline police contact.

EVIDENCE COLLECTION & PRESERVATION

Forensic evidence collection is a police process to collect and preserve possible evidence of a crime, including evidence related to sexual assault or another crime of violence. Forensic evidence is best collected within 72 hours of an incident.

Preservation of evidence can aid in criminal investigations and prosecutions, administrative/disciplinary investigations, and in obtaining a protective order.

Tips:

- Leave the area where the harm occurred undisturbed.
- Refrain from washing, bathing, showering, douching, or brushing teeth, if possible.
- Refrain from washing clothes or other items worn/used during the incident; place each item in a separate paper bag (no plastic).
- Retain text messages, emails, photos, or videos.

REPORTING OPTIONS

There are multiple options if an individual needs information and assistance or wants to report an incident of sexual assault, domestic violence, dating violence, or stalking.

Criminal Complaints & Reports

University of Arizona Police Department(UAPD)

uapd.arizona.edu

9-1-1 (emergency, on-campus)

(520) 621-8273 (non-emergency)

University Complaints & Reports

Office of Institutional Equity (OIE)

equity.arizona.edu

(520) 621-9449

Responsible Reporters/Campus Security Authorities/Confidential Reporting

Most university employees are responsible for reporting to the university when they are aware a student or employee has been subjected to sexual assault, domestic violence, dating violence, stalking, discrimination, or harassment, including sex-based harassment prohibited under Title IX. Responsible employees are obligated to make a report to the Office of Institutional Equity and include identifying information about the victim/complainant when such information is known.

More information is available at equity.arizona.edu.

Many employees, designated as Campus Security Authorities (CSAs), are additionally responsible for reporting to the University when they know a reportable crime has occurred; for a list of reportable crimes visit clery.arizona.edu. Sexual assault, domestic violence, dating violence, and stalking are all crimes that CSAs are obliged to report. CSAs should make a victim aware of their reporting obligation and inform the victim that they can fulfil their reporting obligation without providing personally identifying information (e.g., victim's name or address).

The university has designated certain offices and professionals as confidential resources. This means that if a victim reports sexual assault, sex-based domestic violence, dating violence, sex-based stalking, or other sex discrimination, including sex-based harassment, to them, they will act consistent with law and policy, and will not share the information provided with the university Title IX disciplinary authority (OIE) and will not reveal personally identifiable information about the victim without an express request by the victim.

*Note: If an incident occurs off the Tucson campus, UAPD will assist a victim in contacting the law enforcement agency with jurisdiction to accept the criminal complaint, whether the incident occurred in Tucson or another location in or outside of Arizona.

CONFIDENTIALITY

When the university is aware of an incident of sexual assault, domestic violence, dating violence, or stalking, steps are taken to protect the confidentiality of the victim.

- Confidential resources are available to the victim to ensure the victim has access to resources, options, and support without making a report to any university official.

- Publicly available recordkeeping, such as the daily crime log and annual crime statistics, has no personally identifiable information about the victim.
- Publicly available crime warnings never have personally identifiable information about a victim.
- Accommodations are confidential (to the extent they can be without impairing the ability to provide them).

Confidential Resources

Campus Health:** All professional medical providers, when acting in their capacity as a medical provider, are designated as confidential. Medical providers are not obliged to submit a Title IX report to the Office of Institutional Equity. Medical providers may be designated as CSAs and will not report personally identifiable information about a victim without an express request by the victim.

health.arizona.edu

(520) 621-9202

Ombuds:** All Ombuds Committee members, when acting in their capacity as Ombuds, are designated as confidential. Ombuds are not obliged to submit a Title IX report to the Office of Institutional Equity. Ombuds are designated as CSAs and will not report personally identifiable information about a victim without an express request by the victim.

ombuds@arizona.edu

Counseling & Psych Services*: All professional counselors, when acting in their capacity as a counselor, are designated as confidential. Counselors are not obliged to submit a Title IX report to the Office of Institutional Equity. Counselors, when acting in their capacity as a counselor, are never designated as CSAs.

caps.arizona.edu

(520) 621-3334

Survivor Advocates*: All Survivor Advocates, when acting in their capacity as Advocates, are designated as confidential. Advocates are not obliged to submit a Title IX report to the Office of Institutional Equity. Advocates are designated as CSAs and will not report personally identifiable information about a victim without an express request by the victim.

survivoradvocacy@arizona.edu

(520) 621-5767

IRB Researchers:** University employees who are conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination are designated as confidential with respect to information received while conducting the study. These employees are not obliged to submit a Title IX report to the Office of Institutional Equity upon receipt of confidential information.

VPR-IRB@arizona.edu

* Resource for students

** Resource for students and employees

ASSISTANCE RESOURCES

The University offers a range of resources to students and employees impacted by sexual assault, domestic violence, dating violence, and stalking.

<u>Counseling, Health & Mental Health</u>			
UA	Campus Health Services**	health.arizona.edu	(520) 621-9202
UA	Counseling & Psych Services*	caps.arizona.edu	(520) 621-3334
UA	Life & Work Connections^	lifework.arizona.edu	(520) 621-2493
AZ	211•	211arizona.org	(211)
US	NAMI: National Alliance of Mental Illness•	nami.org	(800) 950-6264
<u>Legal Assistance</u>			
AZ	Pima County Bar Association Lawyer Referral Program•	pimacountybar.org	(520) 623-4625
AZ	Arizona Bar Association•	azlawhelp.org	(866) 637-5341
US	National Crime Victim Bar Association•	victimbar.org	(202) 467-8700
<u>Safe Transportation</u>			
UA	ASUA Safe Ride**	asuatoday.arizona.edu	(520) 621-7233
UA	Night Cat by Lyft**	parking.arizona.edu	(520) 626-7275
<u>Student Financial Aid</u>			
UA	Arizona Scholarships & Financial Aid*	financialaid.arizona.edu	(520) 621-1858
US	Federal Student Aid•	studentaid.gov	(800) 433-3243
<u>Victim Advocacy</u>			
UA	Survivor Advocacy**	survivorsupport.arizona.edu	(520) 621-5767
AZ	Arizona Coalition•	acesdv.org	(800) 782-6400
AZ	SACASA•	sacasa.org	(520) 327-1171
US	RAINN•	rainn.org	(800) 656-4673
US	Tribal Resource Tool•	tribalresourcetool.org	
<u>Visa & Immigration</u>			
UA	International Student Services*	international.arizona.edu/iss	(520) 621-4627
UA	International Faculty & Scholars^	international.arizona.edu/ifs	(520) 626-6289
AZ	Southern Arizona Legal Aid•	sazlegalaid.org	(800) 248-6789
US	US Department of Justice, Immigration Review•	justice.gov/eoir	

* Resource for students; ** Resource for students and employees; ^Resource for employees; •Non-University Resource

SUPPORTIVE MEASURES/ ACCOMMODATIONS

The University of Arizona will offer and implement appropriate and reasonable supportive measures/accommodations upon notice of sexual assault, domestic violence, dating violence, stalking, sex discrimination, including sex-based harassment, and/ or retaliation. Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate and reasonably available.

The university will maintain the privacy of any individual receiving supportive measures/accommodations, in accordance with law and policy, provided that this privacy does not impair the university's ability to provide the supportive measures/accommodations. The university will seek to implement supportive measures/accommodations in a way that does not unreasonably burden either party and has as minimal an academic/occupational impact on the parties as is reasonably possible.

Supportive measures/accommodations may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the employee assistance program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the University of Arizona community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student workers
- Safety planning
- Providing safety escorts through SafeRide
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Exclusionary instructions
- Class schedule modifications, withdrawals, or leaves of absence

- Increased security and monitoring of certain areas of the campus
- Other actions deemed appropriate by the Title IX Coordinator

The Title IX Coordinator, in conjunction with the Office of Institutional Equity, will work with the parties to ensure that their wishes are taken into account with respect to supportive measures/accommodations facilitated or offered by appropriate university offices or personnel.

To request supportive measures/accommodations contact:

Office of Institutional Equity

equity@arizona.edu

(520) 621-9449

LEGAL PROTECTIVE ORDERS

Legal Orders (Orders of Protection and Injunctions Against Harassment) in Arizona can be initiated at azpoint.azcourts.gov. This website also provides information on process steps, information on courts throughout Arizona, and on community-based advocates.

Survivor Advocates, survivorsupport.arizona.edu, are available to assist students and employees in the Arizona legal protective order petition process.

Tribal Protective Orders may be available through courts which administer justice systems of Native Nations/tribal nations. Each tribal court may utilize a specific process; individuals seeking tribal protective orders should contact the tribal court directly. A list of tribal courts by state is available at [tribal-institute.org/ lists/justice.htm](http://tribal-institute.org/lists/justice.htm).

ADMINISTRATIVE NO CONTACT ORDERS

No Contact Orders are issued by the Office of Institutional Equity and the Dean of Students Office. These orders are administrative and are generally non-disciplinary and mutually binding. The orders are issued to students and may be issued in all instances where the university may exert disciplinary authority.

To Request a No Contact Order

To prevent, address, or remediate discrimination or harassment, including sex-based harassment, sexual assault, sex-based domestic violence, dating violence, and sex-based stalking, contact:

Office of Institutional Equity

equity@arizona.edu

(520) 621-9449

In all other circumstances, including to prevent or address non-sex-based domestic violence and stalking, contact:

Dean of Students Office

dos-deanofstudents@arizona.edu

(520) 621-7057

DISCIPLINARY/GRIEVANCE PROCEDURES

Disciplinary/grievance procedures are in place for students and employees. The applicability of the procedures to particular circumstances, and certain rights afforded parties, are briefly described below.

To make a complaint against an employee or student for sex discrimination or sex-based harassment (including sexual assault, domestic violence, dating violence, or stalking), contact:

Office of Institutional Equity

equity@arizona.edu

(520) 621-9449

Submit an online report at:

equity.arizona.edu/reporting

To make a complaint against a student for non-sex-based domestic violence or stalking, contact:

Dean of Students Office

dos-deanofstudents@arizona.edu

(520) 621-7057

Submit an online report at:

deanofstudents.arizona.edu

To make a complaint against an employee for non-sex-based domestic violence or stalking, contact:

Human Resources

hresolutions@arizona.edu

(520) 621-3660

Disciplinary matters involving sexual assault, domestic violence, dating violence, or stalking afford the following rights to victims:

- A prompt, fair, and impartial process from the initial investigation to the final result;
 - A reasonably prompt timeframe as provided in the specific disciplinary procedures
 - ◊ Office of Institutional Equity, Interim Procedures for Formal Complaints of Title IX Sexual Harassment, equity.arizona.edu/policies-procedures
 - ◊ Dean of Students, Student Disciplinary Procedures, deanofstudents.arizona.edu/policies/student-disciplinary-procedures
- in a manner that is transparent and provides timely notice of meetings and equal access to information for both parties;
- A determination rendered after consideration of evidence using a preponderance of the evidence standard of proof;
 - A disciplinary process conducted by officials without a conflict of interest or bias for either party and who receive annual training on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
 - The opportunity to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meetings or proceedings by an advisor of choice;
 - Notification, in writing, of:
 - ◊ The result of any administrative disciplinary proceeding from the victim's/complainant's report of sexual assault, domestic violence,

- ◊ dating violence or stalking;
- ◊ The procedures to appeal, which, if available, are offered to both parties;
- ◊ Any change to the outcome;
- ◊ Confirmation when the results become final.

In addition to the rights specified above, parties involved in a Title IX proceeding can expect that the Title IX Coordinator, and designees, will:

- Treat the complainant and respondent equitably;
- Offer and coordinate supportive measures for the complainant;
 - ◊ If the Title IX grievance procedures, or an informal process, are initiated, offer and coordinate supportive measures as appropriate, for the respondent;
 - ◊ Provide timely opportunity, to the complainant and respondent, to seek modification or reversal of the decision to provide, deny, modify or terminate supportive measures;
- Notify the complainant or, if the complainant is unknown, the individual who reported the conduct, of the grievance procedures or informal resolution options, if available and appropriate;
 - ◊ If a complaint is made, notify the respondent of the grievance procedures, or informal resolution options, if available and appropriate;
- In response to a complaint the Title IX Coordinator will initiate the grievance procedures, or an informal resolution process, if available and appropriate and requested by all parties;

- In the absence of a complaint, or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination, including sex-based harassment, that complies with university policy.



Disciplinary/grievance proceedings addressing sexual assault, dating violence, domestic violence, and stalking may result in a variety of sanctions. Disciplinary sanctions issued to a student may range from removal from a university educational program or activity to expulsion and degree revocation; and for an employee, disciplinary sanctions may include a written warning, written reprimand, suspension without pay, involuntary demotion, disciplinary probation, and dismissal. Disciplinary sanctions may also be accompanied by other, non-disciplinary actions allowable under existing University rules, policies, and practices.



TITLE IX RIGHTS & OPTIONS

The University of Arizona is committed to creating and maintaining an environment free from discrimination. As required by Title IX, the university does not discriminate based on sex in its educational programs or activities, including in admission and employment.

Title IX Coordinator

The Title IX Coordinator may be able to offer and coordinate supportive measures as well as initiate an informal resolution process or an investigation under the Title IX grievance (disciplinary) procedures.

University of Arizona students and employees can contact the Title IX Coordinator by writing to: titleix@arizona.edu

Find University of Arizona Title IX grievance procedures at:
equity.arizona.edu/policies-procedures

Submit Title IX complaints online at:
equity.arizona.edu/reporting

University of Arizona Global Campus (UAGC)

UAGC students are afforded rights and options under Title IX, and the UAGC Title IX Coordinator may be able to offer supportive measures as well as initiate an informal resolution process or an investigation under the UAGC Title IX grievance (disciplinary) procedures.

- UAGC Title IX complaints can be submitted online, tinyurl.com/UAGCTitleIXReport.
- UAGC Title IX grievance procedures are available in the UAGC student catalog uagc.edu/catalog, and in the online catalog, uagc.edu/catalog/student-rights-responsibilities/nondiscrimination.
- UAGC students can contact the UAGC Title IX Coordinator by writing to titleix@uagc.edu.

Note: Supportive measures, available resources, and the Title IX grievance (disciplinary) procedures for UAGC students, may differ from those available to University of Arizona students. UAGC has no employees designated as Confidential.