**Definitions of gender based or sexual misconduct**

**Sexual Assault and Sexual Harassment**

Sexual harassment is unwelcome conduct of a sexual nature. Sexual assault and requests for sexual favors that affect educational or employment decisions constitute sexual harassment. Sexual harassment may also consist of unwelcome physical contact, requests for sexual favors, visual displays of degrading sexual images, sexually suggestive conduct, or remarks of a sexual nature. Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or admission to or participation in an academic program or College-sponsored activity; or
2. Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment status or academic standing; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's performance on the job or in the classroom; or
4. Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive work or study environment for an individual or group of individuals.

Sexual harassment can occur regardless of the relationship, position or respective sex of the parties. Same sex harassment or harassment because of one's sexual orientation also constitutes a violation of this policy. Harassment by a student of a faculty member or a subordinate employee of his/her supervisor also violates this policy.

**Examples of Gender Based or Sexual Misconduct include:**

- Pressure for a date or a romantic or intimate relationship
- Unwelcome touching, kissing, hugging, or massaging
- Pressure for or forced sexual activity
- Unnecessary and unwelcome references to various parts of the body
- Belittling remarks about a person's gender or sexual orientation
- Inappropriate sexual innuendoes or humor
- Videotaping and photographing someone or people without consent
- Obscene gestures of a sexual or gender-based nature
- Offensive sexual graffiti, pictures, or posters
- Sexually explicit profanity
- Use of email, the Internet, or other forms of digital media to facilitate any of the above referenced behaviors

For more information about policy and grievance process, as well as relevant contact information, review the Gender-Based Misconduct Policy at: [http://www.columbia.edu/cu/dpsa/docs/policy/](http://www.columbia.edu/cu/dpsa/docs/policy/)

Barnard College Policy Against Discrimination and Harassment in Employment Practices and in Student Academic and Campus Life at: [http://barnard.edu/general-counsel/titleix](http://barnard.edu/general-counsel/titleix)

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**Immediate Steps to Consider if a sexual assault has occurred**

**Medical Resources**

St. Luke's ER/Crime Victims Treatment Center

St Luke's is located on 114th and Amsterdam, contact number 212-523-3335. If a student wants to go to the ER, they can go on their own or call a Peer Advocate from the Rape Crisis Center (212-854-WALK [9255]) for more information or accompaniment. After 7pm and on weekends an Advocate from the Crimes Victims Treatment Center will be called in. During the day a staff social worker will respond.

- They offer a comprehensive medical/GYN exam, treatment (including STI and HIV prophylaxes) and forensic evidence collection by a physician who is certified to handle cases involving sexual assault (SAFE examiner).
- If the student identifies herself as a survivor of sexual assault upon arrival at the ER, she will be taken to a separate, private room in the ER
- The Crime Victims Board (CVB) will cover all costs and students will not be charged as long as they complete the appropriate paperwork. If the student identifies themselves as a survivor of sexual assault at the ER, this paperwork should be provided automatically at the ER. No NYPD report is required for compensation.

**Campus Resources**

Primary Care Health Service (either by appointment or walk-in) Provides comprehensive medical/GYN exam and treatment (incl. STI prophylaxis). You may contact Health Services (x42091), to see who is available to see a student.

A note about confidentiality when it comes to disclosing gender based assault and harassment that involves a member of the College community, including a student from any of the Columbia or Teacher’s College campuses: most members of College staff are mandated reporters who will respect the privacy of information, but cannot provide confidentiality, as they are required to report to the Title IX Coordinator.

**Confidential Resources:**

- Furman Counseling Center 212-854-2092
- Health Service Clinical Staff 212-854-2091
- Columbia Counseling Services 212-854-2878
- Rape Crisis Center 212-854-HELP

**Mandated Reporters:**

- Deans, Residence Hall Staff
- Student Life Staff, Administrators
- Public Safety, Faculty and TAs

If any member of the Barnard College community has questions or concerns or would like to better understand the complaint process, these procedures, or related policies, before pursuing the formal complaint process, any member of the community may consult with the Title IX and Community Conduct Director:

Amy Zavadil at 212-854-0037, azavadil@barnard.edu - located in Milbank 105.
Barnard College Sexual Violence Resources

**Reporting / Institutional Response to gender based and sexual misconduct**

**Title IX and Community Conduct Director**
Complaints regarding any violation of the College Policy Against Discrimination and Harassment by any member of the College Community or occurring at a College event or program. This includes, but is not limited to, sexual assault; sexual harassment; stalking; intimate partner violence; harassment or disparate treatment because of improper considerations of race, color, religion, sexual orientation, or disability; or any retaliation in response to involvement in a complaint related to the above.

**Student Services for Gender Based and Sexual Misconduct**
Complaints involving other students (including all Columbia students) related to: sexual assault, sexual or gender-based harassment, stalking, and intimate partner or relationship violence.

**Reporting Options**
These on campus offices will make every effort to keep information private to the extent possible, and provide guidance regarding what privacy limitations may be.

**Title IX and Community Conduct** (212-854-0037)
Reports of alleged violation of the College Policy Against Discrimination and Harassment may be filed with Amy Zavadil, Title IX and Community Conduct Director. Her office is in 105 Milbank, her email is azavadil@barnard.edu.

**Student Services for Gender-Based and Sexual Misconduct** (212-854-1717)
Reports for alleged gender based misconduct by a student can be filed with the Office of Student Services for Gender-Based and Sexual Misconduct. The office is in 108C Wein Hall. Report online at https://forms.health.columbia.edu/content/report-form.

Students may also choose to file a report with the New York City Police Department. The College system and police/legal system work independently from one another. Students can file reports with the College, with NYPD, or with both systems.

The College does not limit the timeframe for filing a report of gender-based misconduct. Reports can be submitted at any time following an incident, although the College’s ability to take any action may be negatively affected by the length of time between the alleged incident and the report.

**Public Safety** (212-854-3362)

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**Reporting and Community Support**

**Criminal Justice (Off-campus)**
The student files a report with the Sex Crimes Unit of the NYPD 212-267-RAPE. The case will be opened and investigated by a detective from the unit. The case materials will then be sent to the District Attorney, who will decide whether the case has sufficient evidence to be prosecuted. The survivor will be notified if the DA decides to proceed with the case.

The survivor can contact the DA directly by phone or visiting to inquire about the likelihood that the case will be pursued, without contacting the police first. New York City District Attorney’s Crime/Special Victims Bureau.
- Manhattan (adult sexual assault) 212-335-9373
- Brooklyn (sex crimes bureau) 718-250-3170
- Queens 718-286-6505
- Staten Island 718-556-7125
- Bronx 718-590-2115

It is strongly advised that survivor brings someone for support when filing a police report and/or talking to the DA. They can contact Peer Counselor/Advocate at 212-854-WALK for more information.

**Hotlines**
- **Rape Crisis/Anti-Violence Support Center for Barnard and Columbia**
  212-854-HELP (4357) -- 8-11pm walkins/calls while classes are in session
  212-854-WALK(9255) - 24 hour peer escort to accompany for services
- **Rape Abuse and Incest National Network**
  1-800-656-HOPE (4673) confidential, 24 hrs.
  or their online hotline at https://ohl.rainn.org/online/
- **NYC Gay and Lesbian Anti-Violence Project** 212-714-1141, 24 hours
- **Safe Horizon Rape and Sexual Assault Hotline**
  212-868-6741, weekdays between 9am and 5pm EST
- **New York City Domestic Violence Hotline**
  1-800-621-HOPE (4673), 24 hours
- **National Domestic Violence Hotline**
  1-800-799-SAFE (7233), 1-800-787-3244 (TTY), 24 hrs
- **National Center for Victims of Crime Stalking Resource Center**
  1-800- FYI-CALL, M-F, 8:30am- 8:30 pm EST

**Sexual Violence Prevention (SVP) Numbers**
- La’Shawn Rivera, RC/AVSC Program Coordinator, 212-854-4366
- Karen Singleton, SVP Director, 212-854-3500

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Aug. 2012