FACULTY

If Someone Tells You They Have Experienced Prohibited Conduct

WHAT TO DO?

1. If someone tells you that they have experienced prohibited conduct, the person’s health and safety should be your primary concern. If the person’s safety is of concern, contact GW Police Department (GWPD) at 202-994-6111 or call 911.

2. If you are a Responsible Employee, explain what your reporting obligations are so that they understand what will happen with the information they share with you.

3. If they would prefer to speak with a confidential resource, make a warm referral to a confidential resource.

4. Listen to them and encourage them to seek help and counseling.

5. Report the incident to the Title IX Office in accordance with the Sexual and Gender-Based Harassment and Interpersonal Violence Policy. If there is any question about how to proceed after a conversation with someone who tells you they have experienced prohibited conduct, consult with the Title IX Coordinator, 202-994-7434 or shrc@gwu.edu.

WHO NEEDS TO REPORT?

GW employees who are designated as Responsible Employees have the duty to promptly report to the Title IX Office any information they learn regarding suspected prohibited conduct. These employees are those who have the authority to redress harassment or the duty to report harassment and individuals who university community members would reasonably conclude have the responsibility or duty to report. They include (but are not limited to):

- Presidents, Vice Presidents, Deans, Provosts, and Department Chairs
- Deputy, Vice, Assistant, and Associate Deans, Provosts, and individuals who directly report to any of the above roles
- Faculty
- Athletic Directors, Coaches, Assistant Coaches, Graduate Assistants, and other Athletics Department employees
- Anyone who directly supervises student workers, faculty, or other staff
- Managers, coordinators, program heads, and directors (including deputy, vice, assistant, or associate positions)
- All staff in the Enrollment and Student Experience Unit
- Deputy Title IX Coordinators
- Academic Advisors
- All staff in the Office for Diversity, Equity, and Community Engagement
- All Human Resources staff
- GW Police Department staff and all other Division for Safety and Security employees
- All Residence Directors, Resident Advisors, and Area Coordinators
- Individuals designated as Campus Security Authorities under the Clery Act

All other employees not designated as Responsible Employees or Confidential Resources are encouraged to report any information they learn about suspected prohibited conduct. If you have questions about whether to report, please call the Title IX Coordinator. When a Responsible Employee also serves as a Confidential Resource, they should not report information that they receive while serving in that confidential role.
WHY DO I NEED TO REPORT?

- To ensure that the complainant has access to all available resources.
- To help identify individuals displaying patterns of behavior.
- To identify and address any trends or systemic problems.
- To keep our campus safe.

WHAT TO SAY?

- There are many resources available to help you, both at the university and in the community. Some resources are confidential whereas others are private.
- I am required to report information I receive regarding prohibited conduct to the Title IX Office. A member of that office will then reach out to you to help you take care of your own personal safety and your physical and emotional well-being, direct you to resources, and explain your options if you want the university to take action.
- The Title IX Office will keep your information private and will only share it as needed to appropriately support you or only as needed to protect the GW community.
- You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.

NONRETALIATION POLICY

It is a violation of GW policy to retaliate in any way against a student or employee because they raised allegations of prohibited conduct or participated in a Title IX matter. If you experience retaliation, please report it to the Title IX Office so we can promptly address the issue.

STUDENTS
If You Have Experienced Prohibited Conduct

WHAT TO KNOW?

- Prohibited conduct includes sexual and gender-based harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, retaliation, and complicity.
- Supporting you is a top priority.
- There are many resources available to help you, both at the university and in the community (see below).
- You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.
- Your information will be kept private and only shared as needed in order to appropriately support you or as needed to protect the campus community.
- You have a right to be accompanied at any meeting by an advisor of your choice.
- When there is imminent danger, we may need to take action in order to protect the safety of the campus community.

WHAT TO DO?

Consider the following immediate actions:

- Contact GWPD or law enforcement.
- In cases of a physical or sexual assault, consider seeking a forensic exam at Washington Hospital Center (WHC).
- For other medical concerns, consider seeking medical attention at the Colonial Health Center or other medical provider.
- Contact a confidential resource, such as a licensed mental health professional.
- Talk with the Title IX Office.
- Contact a trusted support person, such as a relative or close friend.
- Preserve relevant evidence in case you choose to make a report to the Title IX Office or law enforcement. Evidence might include physical items (clothing, bedding, letters, etc.) or electronic information (photos, emails, text messages, recordings, etc.).
- Submit a report on haven.gwu.edu.
SAFETY RESOURCES

GW Police Department (24 hours)
202-994-6111
202-994-6110 (Non-Emergency)
GWPD@gwu.edu

Metropolitan Police Department (MPD)
202-727-3700 or 911

4Ride Security Escort Service
transportation.gwu.edu/4ride

FOR IMMEDIATE MEDICAL ATTENTION:

DC Forensic Nurse Examiners (DCFNE)
1-844-4HELPDC

Washington Hospital Center Sexual Assault Nurse Examiner (SANE) Program
110 Irving Street, NW
Washington, DC 20010
SANE Call Center: 1-800-641-4028

CONFIDENTIAL RESOURCES

Office of Victim Services
202-994-0443
ovs@gwu.edu • twashington@gwu.edu

Colonial Health Center
Marvin Center, Ground Floor
800 21st Street, NW
Washington, DC 20052
healthcenter.gwu.edu
202-994-5300

GW Employee Assistance Program
The Wellbeing Hotline – Resources for Living
1-866-522-8509

ADDITIONAL CAMPUS RESOURCES

Sexual Assault Response & Consultative (SARC) Team
202-944-7222

The Division of Enrollment and the Student Experience
202-994-6710
students@gwu.edu

Faculty Affairs
202-994-5884
frpr@gwu.edu

University Human Resources
202-994-8500

GW’s Equal Employment Opportunity Office
202-994-9656

TITLE IX OFFICE RESOURCES

2121 I Street, NW, Rice Hall,
4th Floor Suite 403
202-994-7434
shrc@gwu.edu
HAVEN: haven.gwu.edu/get-help
Rory Muhammad, Title IX Coordinator
Christina Franzino, Asst. Director, Sexual Assault Prevention and Response
Kiera Bloore, Title IX Investigator
Asha Reynolds, Title IX Investigator
Herbertia Gilmore, Title IX Case Manager

Anonymous Reporting Resource
GWPD Tips Line 202-944-TIPS

OFF-CAMPUS RESOURCES

Network for Victim Recovery of DC (District of Columbia)
202-742-1727
nvrdc.org

The DC Rape Crisis Center (District of Columbia)
202-232-0789
202-333-RAPE (Hotline)
dcrcc.org

The Women’s Center (District of Columbia and Vienna, VA)
202-293-4580
703-281-2657 ext. 272
thewomenscenter.org

Sexual Assault Response and Awareness (Alexandria, VA)
703-683-7273 (Hotline)
alexandriava.gov/SexualViolence

Doorways for Women and Families (Arlington, VA)
703-237-0881
doorwaysva.org

Victim Assistance and Sexual Assault Program (Montgomery County, MD)
240-777-1355
240-777-4357 (Hotline)
vasap@montgomerycountymd.gov

Rape, Abuse, and Incest National Network (RAINN)
1-800-656-HOPE (4673) (National Hotline)