



REPORT FORM Harassment & Discrimination (FOR ALL TYPES INCLUDING TITLE IX SEXUAL HARASSMENT)

Summary:

If you have experienced any form of harassment or discrimination, the College wants to know so we can take appropriate action to stop the behavior, prevent a recurrence, and remedy the effects. You can submit a report that alerts the college and permits the consideration of multiple options to resolve the situation. Submitting this report allows the Title IX Coordinator to alert the college of improper conduct that must be addressed. Be sure to read the process information on the next page.

Directions:

Complete this form in its entirety. Attach a typed statement and any supporting documentation to this form (incomplete complaints may be returned to the submitter.) and then send everything to Jaennae Snyder, Title IX Coordinator via hand-delivery, postal mail, email (jaennae.snyder@easternwv.edu) or fax (304) 434-7000. *Note: This report is not a private document if a formal investigation is begun; at that time, the respondent will be given a copy of the complaint, attachments, future statements, and any other evidence. Likewise, the complainant will be given the respondent's statements/evidence.*

Upon assessment of submitted report and supporting documentation, if the Title IX Coordinator deems that the alleged violations do not fall under Title IX, the Title IX Coordinator will send the report and supporting documentation to the appropriate college official for further investigation.

If the complaint is against the Title IX Coordinator/ EEO/AA Coordinator *or* the ADA/504 Coordinator, please file your complaint with:

Dr. Thomas Striplin
President
316 Eastern Drive
Moorefield, WV 26836
(304) 434-8000 Ext9227
thomas.striplin@easternwv.edu

Report form starts on next page.

**DISCRIMINATION/HARASSMENT REPORT FORM
(INCLUDING TITLE IX SEXUAL HARASSMENT)**

Your Name: _____

*Reports may be submitted anonymously, but please understand that anonymous reports are much more difficult to investigate.

Address: _____

Phone: (_____) _____ - _____

Email*: _____@_____

*If you are a student or employee, provide your Eastern email as communications will be either by email or in person.

1. What type of harassment or discrimination is being alleged? (**Check all that apply**)

- ☐ Age
- ☐ Disability
- ☐ Domestic Partnership Status
- ☐ Familial Status
- ☐ Liability for Military Service
- ☐ Marital/Civil Union Status
- ☐ Nationality
- ☐ National Origin
- ☐ Pregnancy-Related
- ☐ Race
- ☐ Relationship Violence
- ☐ Retaliation (for having filed a complaint, participating in investigation or for opposing a discriminatory practice)
- ☐ Religion
- ☐ Sex
- ☐ Sexual Assault
- ☐ Sexual Harassment
- ☐ Stalking
- ☐ Other: _____

2. Who is the person you are accusing? _____

3. When did the act(s) being alleged occur? (.ie., date, time)? *NOTE: Reports should be made in a timely manner – preferably right after the incident. Delays in reporting hinder the investigation.* _____

4. Where did the act(s) being alleged occur? (ie, specific location) *NOTE: Title IX does not apply to acts which occur off campus locations unless during an Eastern-controlled event or at an Eastern-controlled location; such matters would be addressed via the Code of Student Conduct.*

5. Type and attach a written, detailed statement describing the incident.

6. Are you safe now? ☐ Yes ☐ No If not, it is extremely important that you notify the police and get to safety!

7. Do you need medical treatment? ☐ Yes ☐ No If so, it is extremely important that you get the care you need!

8. Do you have any other immediate needs with which you need help? ☐ Yes ☐ No If so, what are they?

9. What do you want to happen next? Be specific with any requests or how you would like this Report to be handled. Your wishes are not determinative but are important. **Must be typed and attached.**

Please review additional reporting information on following pages.

TITLE IX KEY PRINCIPLES

- 1) Eastern prohibits all forms of sexual harassment, sex [gender] discrimination, and retaliation.
- 2) Eastern's policy and regulations apply to all employees and all students with some specific procedures which provide additional rights/protections to students only.
- 3) Sexual harassment includes: sexual assault, quid pro quo sexual harassment, hostile environment sexual harassment, stalking, relationship violence, and gender-based discrimination.
- 4) Acts of sexual harassment and/or sex discrimination should be reported. Eastern officials who have authority to take action are required to then report the acts to the Title IX Coordinator.
- 5) Upon receiving a report, the Title IX Coordinator will review options and procedures with the complainant. Formal and informal resolutions to reports are possible under certain circumstances. Supportive measures and/or immediate restrictions may be implemented right away; such measures can affect classes, housing, access to campus services and activities, and/or employment.
- 6) Complainants and respondents are treated equally throughout the process including information and availability of supportive measures as well as restrictions.
- 7) Complainants and respondents have the right to an advisor throughout the Title IX process; the advisor can be a person of their choosing, an Eastern employee who has been trained for this role, or an attorney.
- 8) Formal complaints require a full investigation and hearing with the parties present; hearings have specific rules including cross examination of parties and witnesses by the other party's advisor who may or may not be a lawyer.
- 9) Respondents are presumed not responsible (as required by federal regulations) unless/until proven responsible; the standard of proof is preponderance of the evidence. If responsible, the respondent will be sanctioned appropriately.

INSTITUTIONAL OBLIGATIONS

Upon receiving a report of an alleged violation, the College will provide a prompt, equitable, reliable, and impartial investigation. The College will ~

- Take immediate and appropriate action to stop the behavior; to prevent a recurrence, and to remedy the effects of any misconduct that has occurred.
- Treat all persons with respect, dignity, and fairness.
- Follow all appropriate procedures as detailed in Title IX materials, the Code of Student Conduct, institutional policies and/or regulations, state and federal mandates, and legal standards.
- Encourage and support reporting to local law enforcement for any criminal act; cooperate with any criminal investigation/prosecution.

IMPORTANT PROCESS INFORMATION

Outcome: No particular outcome is guaranteed. After a complaint is received, next steps and outcome are determined by many factors.

CONFIDENTIALITY: Confidentiality is maintained as much as possible for all the parties with exceptions related to supportive measures and formal investigations. Information about the incident will not be shared with anyone who does not have a legitimate need to know. Information must be shared in certain circumstances. If the complainant wishes to pursue a formal investigation, the complainant's name, written complaint, statements, and other evidence must be shared with the respondent. Likewise, in a formal investigation, the respondent's statements and evidence will be shared with the complainant. Some information will necessarily be revealed to witnesses and essential college officials.

SUPPORTIVE MEASURES: The parties may receive supportive measures that will vary depending on each party's unique needs. Examples of supportive measures may include counseling, class schedule changes, academic accommodations, activity restrictions, and work placement/schedule changes. The

Title IX Coordinator may issue a No Contact or No Negative Contact Order to prohibit any interaction between the parties.

PARTICIPATION: The complainant cannot be compelled to participate in any process; however, even if the complainant declines to participate, the College must implement interim measures and take reasonable steps to prevent future acts. If/when a formal investigation is initiated, all parties are required to participate.

THIRD PARTY COMMUNICATION: Only the persons involved in the complaint will receive any communication about the complaint; third parties will not be given information regarding any of the specifics related to a complaint or information that compromises the integrity of the process or the confidentiality and dignity of any person.

ALCOHOL/DRUG AMNESTY: Parties shall not be subject to disciplinary action for drug/alcohol violations IF -

- violation occurred during/near time of assault,
- assault report/participation is in good faith, and
- violation was “not an act that was reasonably likely to place the health or safety of another individual at risk.”

ADVISOR: This process is NOT a legal proceeding, and legal standards do not apply. However, you have the right to consult an advisor or support person, who may accompany you to any college proceeding but who may not participate with one exception noted below. You must provide the name and title (if any) of your support person to the Title IX Coordinator one business day before any meeting. You are welcome to consult this person at any time in private. At any formal hearing, each person is required to submit to cross examination by the parties’ Advisor who may or may not be an attorney. Students who are the Complainant or the Respondent have the right to an attorney.

WITHDRAWING A COMPLAINT: Any person who has submitted a Report or Formal Complaint has the option to subsequently withdraw the report/complaint without penalty or consequence. Circumstances may change or, as the report/complaint process unfolds, an acceptable resolution is reached. Such an “exit” from the report/complaint process may occur at any stage. If that occurs, the complainant must notify the Title IX Coordinator in writing.