



Sexual Misconduct On Campus: Responding to Students & Employees

A Step By Step Guide for Faculty and Staff

As a Coppin State University (CSU) faculty or staff member, you may be in a unique position to assist students and employees who have experienced sexual assault, dating violence, stalking, or other forms of sexual harassment. They typically confide in individuals they trust. If you receive information relating some form of sexual misconduct, please use the information to respond to this disclosure.

What is Sexual Misconduct?

Sexual Misconduct is defined in CSU's Policy on Sexual Misconduct as a broad term that encompasses sexual harassment, sexual assault, sexual exploitation, sexual intimidation and stalking. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct can be committed by men or women and can occur between people of the same or different gender.

For the definition of consent and other terms related to Sexual Misconduct, please see the full Sexual Misconduct Policy located at www.coppin.edu/Title9.

What Is Title IX?

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities operated by institutions that receive federal funding. Sexual harassment including sexual assault and other forms of sexual misconduct, is a form of sex discrimination that schools must respond to in accordance with their obligations under Title IX.

If a student or employee discloses sexual misconduct to you:

Step 1: Care for the person

- Ensure they are safe
- Inform them of your duty to report before they share
- Listen and avoid judgmental questions—don't ask any questions that start with "why"
- Tell them that you believe them

Step 2: Connect to resources

- Center for Counseling and Student Development for students - 410-951-3939
- Employee Assistance Program-GuidanceResources 1-855-410-7628
- Additional resources at www.coppin.edu/Title9

Step 3: Contact the campus Title IX Coordinator

Ms. Katsura Kurita
Title IX Office
Physical Education Complex
Room 224
410-951-6543
TitleIXCoordinator@coppin.edu
or kkurita@coppin.edu

What do I say?

Sexual Misconduct can be a difficult topic to discuss, particularly given your reporting responsibilities. Below is a suggestion for how you might respond to a student's disclosure:

"I appreciate what you have been able to share with me. Before you tell me more, I want to let you know that I will need to contact Ms. Katsura Kurita, Coppin's Title IX Coordinator. She is the one person on campus whose responsibility it is to know about incidents of sexual assault, and she helps support individuals and coordinates possible next steps."

Coppin State University Resources and Response

Office of Title IX Compliance (410) 951-6543

- On campus resource for anyone who has experienced sexual misconduct
- Oversees the University's response to sexual misconduct reports
- Callers have the option to remain anonymous
- Provides prevention and education training

- Ensures that appropriate measures are offered to address and respond to sexual misconduct
- Offers all options available to survivors or friends of survivors, including support and resources from a victim-centered, trauma informed approach
- Provides referrals to counselors (on and off campus)
- Shares medical evaluation and treatment options (on and off campus)
- Encourages evidence preservation and collection
- Available to take reports internally and assist with reports to the police department

Confidential Resources

Center for Counseling and Student Development

(410) 951-3939 | Tawes Bldg. 1st Floor

- Provides professional and confidential counseling.
- Counseling available for student survivors and other students impacted by the traumatic incident.

Community Health Center

(410) 951-4188 | Health and Human Services Bldg. Room 131

- Provides primary health care services.

Mercy Medical Center (Off Campus)

Sexual Assault Forensic Exam: (410) 332-9494

House of Ruth (Off Campus)

24 Hour Helpline: (410) 889-7884

- Provides confidential lifeline to victims in need.
- Counselors are trained in crisis intervention, safety planning, and pro-active advocacy to victims.

Turn Around Sexual Assault and Domestic Violence

Center (Off Campus) Daytime: (410) 377-8111

24 Hour Helpline: (443) 279-0379

- Provides counseling and support services for victims of sexual assault.
- Offers emergency shelter and transitional housing.

For more information on the Coppin State University Sexual Misconduct Policy and for additional resources go to:
www.coppin.edu/Title9

Reporting Options (Non-Confidential)

Coppin State University's Title IX Coordinators

Ms. Katsura Kurita, JD/MS

Title IX Coordinator for Students, Faculty, Staff & Visitors
(410) 951-6543 | TitleIXCoordinator@coppin.edu | kkurita@coppin.edu

Dr. Lisa Horne Early, Ph.D.

Associate Vice President HR & Title IX Deputy for Employees
(410) 951-3666 | learly@coppin.edu

Ms. Nichole Person, MS

Associate Athletic Director/SWA & Title IX Deputy for Student Athletes
(410) 951-3732 | nperson@coppin.edu

Coppin State University Police

(410) 951-3911 (on campus emergency)
911 (off campus emergency)

- Assists with criminal action on and off campus.
- Offers transportation to local hospitals for medical services.
- Takes a report and a trained officer will investigate the incident

Office of Residence Life

(410) 951-6399

- Offers information to students about options through the internal conduct system as well as guidance and support regarding academic and housing concerns.
- Provides students with details for no contact orders and other immediate concerns.