



Sexual Misconduct On Campus: Responding To Students A Step By Step Guide For Faculty and Staff

As a Coppin State University faculty or staff member, you may be in a unique position to assist students who have experienced sexual assault, dating violence, stalking, or other forms of sexual harassment. Students typically confide in individuals they trust. If a student discloses information to you relating some form of sexual misconduct, please use the information provided in this guide as a guide in responding 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 sex.

For the definition of consent and other terms related to Sexual Misconduct, please see the full Sexual Misconduct Policy located on the Human Resources page at www.Coppin.edu/HR/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 discloses sexual misconduct to you:

Step 1: Care for the student

- 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 the student that you believe them

Step 2: Connect the student with resources
(See reverse side)

- Center for Counseling and Student Development
- Office of Student Affairs
Formal reporting options, counseling, and support

Step 3: Contact the campus Title IX Coordinator

Dr. Lisa Horne Early
Assistant Vice President for Human Resources
Coppin State University
Office of Human Resources
410-951-3666
TitleIXCoordinator@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 Dr. Lisa Early, 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 students and coordinate possible next steps.”

Coppin State University Resources and Response

Coppin State University Office of Student Affairs: (410) 951-6399

- On campus resource for anyone affected by sexual misconduct
- Staffed by trusted and trained advocates
- Callers have the option to remain anonymous

Advocates assist callers with:

- Understanding all options available to survivors or friends of survivors, including accompaniment through this often difficult journey
- Seeking professional support (on and off campus)
- Pursuing medical evaluation and treatment (on and off campus)
- Evidence collection
- Reporting internally or through the police department

Please note that any relevant information disclosed during calls is shared with the Student Affairs Title IX Coordinator.

Student Resources (Confidential)

Center for Counseling and Student Development

(410) 951-3939

- Provides professional and confidential counseling
- Counseling available for survivors and other affected members of the community.

Community Health Center

(410) 951-4188

Mercy Medical Center (Off Campus)

410-322-9494

House of Ruth (Off Campus)

24 Hour Hotline:(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 Domestic Violence Center (Off Campus)

Daytime: (410) 377-8111

24 Hour Hotline: (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/HR/Title9

Student Reporting Options (Non-Confidential)

Coppin State University's Title IX Coordinators

Dr. Lisa Horne Early,

Assistant Vice President HR: (410)951-3666

- Faculty, Staff and Visitors

Dr. Michael Freeman,

VP, Enrollment Management & Student Affairs, (410)951-3593

-Students

- Oversees the University's response to sexual misconduct reports.
- Ensures the appropriate measures are taken to mitigate possible hostile environment.

Coppin State University Police

911 (emergency); (410) 951-3900 (non-emergency)

- Provides assistance in pursuing legal action both on and off campus.
- Offers transportation to local hospitals for related medical services.
- Will take a report and a specifically trained officer will conduct an investigation which may involve questions about the context, the assailant, the scene of the crime

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 stay-away orders and other immediate concerns.