

# **OPTIONS AND RESOURCES**

#### For Incidents of Sexual Misconduct

Christopher Newport University (CNU) is committed to providing an environment that emphasizes the dignity and worth of every member of its community and where one is free from harassment and discrimination in admission, employment, and education programs or activities based on race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, marital status, military/veteran status, political affiliation, pregnancy, or any other status protected by law. This includes all forms of Sexual Misconduct (Non-Title IX & Title IX Sexual Harassment, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking). For more information and a copy of the <u>Discrimination, Harassment and Sexual Misconduct Policy</u>, please visit <a href="http://cnu.edu/titleix-eo/">http://cnu.edu/titleix-eo/</a>.

#### TO REPORT AN INCIDENT

Anyone who believes they have been involved in a possible incident of Sexual Misconduct (Non-Title IX & Title IX Sexual Harassment, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence and Stalking) has the option (1) not to report the incident, (2) make an anonymous report, or (3) report it to one or both of the following:

### CNU Police (CNUPD) www.cnu.edu/police

- CNUPD investigates and facilitates criminal prosecution to include collection of evidence.
- CNUPD can help file protective orders and facilitate medical resources.
  - o To Report: Call (757) 594-7777 or go to CNU Police Headquarters (12270 Warwick Boulevard).

### The Office of Institutional Compliance/Title IX <a href="http://cnu.edu/titleix-eo/">http://cnu.edu/titleix-eo/</a>:

- Responds to reports by providing information about the CNU Policy such as reporting options, confidentiality, CNU resources, community resources, the resolution processes (Informal and Formal), amnesty, and retaliation and will assist in filing a report/Formal Complaint, and connecting to CNUPD.
- Oversees the administration of the formal complaint investigation process.
- Provides supportive measures such as Two-Way No Contact Orders, assistance with academic matters, etc.
- To Report:
  - o Contact the Office of Institutional Compliance/Title IX:
    - Dr. Amy Sirocky-Meck, Title IX Coordinator, Ms. Keanté Eppes, Deputy Title IX Coordinator
    - Christopher Newport Hall 105, (757) 594-8245, titleixic@cnu.edu
  - o Complete the online Title IX & EO Community Reporting Form.

#### Anonymous Report

• Reports can be made anonymously through the online Title IX & EO Community Reporting Form.

### **AMNESTY**

CNU encourages the reporting of violations of the policy. Alcohol and/or drug violations should not be a deterrent to reporting or cooperating during the Resolution Process. CNU's primary focus shall be on addressing the alleged sexual misconduct and not on alcohol and drug violations that may be discovered or disclosed. CNU does not condone underage drinking or illicit drug use, however, except in compelling circumstances, CNU will extend limited amnesty from consequences related to the personal consumption of drugs or alcohol to individuals who in good faith report alleged incidents of sexual misconduct and/or participate in an investigation.

### **CONFIDENTIALITY**

Complainants desiring details of an incident be kept confidential should speak with CNU Confidential Resources or Off-Campus Confidential Resources. If you disclose information to any CNU employee (other than the Office of Counseling Services or Health and Wellness Services), they MUST report this information to Institutional Compliance/Title IX because these employees have been designated as Responsible Employees who must report all incidents of possible sexual violence. (NOTE: Disclosures made during Institutional Review Board (IRB) approved research are not reportable.)

Oct. 2025

# **CNU CONFIDENTIAL RESOURCES**

Confidential Resources will not disclose information about a report of a possible violation of the policy to CNU (including TITLE IX/EO or CNU Police) without the Complainant's permission (to the extent allowed by law). These resources are available regardless of reporting to Office of Institutional Compliance/Title IX, CNUPD, or other law enforcement.

| CNU Health and Wellness Services    | <ul> <li>(757) 594-7661</li> <li>Freeman Center 1<sup>st</sup> Floor</li> <li>uhws@cnu.edu</li> <li>http://cnu.edu/life/health/</li> </ul>   |
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| CNU Office of Counseling Services   | (757) 594-7047     Freeman Center 2 <sup>nd</sup> Floor     OCS@cnu.edu     http://cnu.edu/life/counseling/  |
| Accessibility and Care Team Support | <ul> <li>(757) 594-7458</li> <li>David Student Union 3127</li> <li><u>careteam@cnu.edu</u></li> <li><a href="https://cnu.edu/life/acts/">https://cnu.edu/life/acts/</a></li> </ul> |

# **OFF-CAMPUS CONFIDENTIAL RESOURCES**

CNU encourages anyone involved in an incident to utilize community Off-Campus Confidential Resources. These are available regardless of reporting to Office of Institutional Compliance/Title IX, CNUPD, or other law enforcement.

| Riverside Regional Medical Center   | <ul> <li>500 J. Clyde Morris Boulevard, Newport News, VA 23601</li> <li>(757) 594-2000 or Emergency-Trauma Center (757) 594-2050</li> <li>You may request a Sexual Assault Advocate if one is not provided.</li> <li>You may receive a forensic sexual assault examination by a Sexual Assault Nurse Examiner (SANE Nurse).</li> <li>Physical evidence may be usable if proper procedures are followed for evidence collection within 120 hours of the assault.</li> <li><a href="http://riversideonline.com/rrmc/">http://riversideonline.com/rrmc/</a></li> </ul> |
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| The Center for Sexual Assault Survivors (The Center)  | <ul> <li>(757) 599-9844</li> <li>Crisis Hotline: (757) 236-5260</li> <li>Provides individual and group counseling, outreach, and information for survivors, family, and friends.</li> <li><a href="http://visitthecenter.org/">http://visitthecenter.org/</a></li> </ul>  |
| <u>Transitions</u>  | <ul> <li>(757) 722-2261</li> <li>24-Hour Hotline: (757) 723-7774</li> <li>Provides comprehensive family violence services (domestic violence/sexual assault) for Hampton, Newport News, Poquoson, and York County.</li> <li><a href="http://www.transitionsfvs.org/">http://www.transitionsfvs.org/</a></li> </ul>  |
| Newport News Victim Services Unit (Commonwealth Attorney's Office)  Virginia Family Violence and Sexual | <ul> <li>(757) 926-7443</li> <li>2501 Washington Avenue, 6<sup>th</sup> Floor, Newport News, VA 23607</li> <li>Victim advocate.</li> <li><a href="https://www.nnva.gov/488/Victim-Witness-Resources">https://www.nnva.gov/488/Victim-Witness-Resources</a></li> <li>Call: (800) 838-8238</li> </ul>   |
| Assault 24-Hour Hotline   | • Text: (804) 793-9999  • Call: (866) 356-6998  |
| Virginia LGBTQ Partner Abuse and Sexual Assault 24-Hour Hotline   | • Text: (804) 793-9999  |
| LGBT Life Center of Hampton Roads   | <ul> <li>(757) 640-0929</li> <li>5360 Robin Hood Road, Norfolk, VA 23513</li> <li>Provider of resources, advocacy, and counseling</li> <li><a href="https://lgbtlifecenter.org/">https://lgbtlifecenter.org/</a></li> </ul>   |

| National Sexual Assault Hotline (RAINN) | • 24-hour Hotline: (800) 656-HOPE (4673)   |
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| Employee Assistant Program (EAP)        | <ul> <li>Counseling provided by all health plans offered to Commonwealth of Virginia employees and their dependents.</li> <li>COVA CARE and COVA HDHP (Anthem) (855) 223-9277</li> <li>COVA HealthAware (Aetna) (888) 238-6232</li> <li>Optima Health Vantage HMO (800) 899-8174</li> <li>Kaiser Permanente HMO (866) 517-7042</li> <li><a href="http://www.dhrm.virginia.gov/employeeprograms/employeeassistance">http://www.dhrm.virginia.gov/employeeprograms/employeeassistance</a></li> </ul> |

# **REPORTING TO EXTERNAL AGENCIES**

Inquiries or complaints concerning discrimination/harassment on the basis of race, color, national origin, sex including sexual misconduct, age, disability, or retaliation may be directed to the U. S. Department of Education's Office for Civil Rights (OCR).

| OCR National Headquarters | U. S. Department of Education                        |
|---------------------------|--|
|                           | Office of Civil Rights                               |
|                           | Lyndon Baines Johnson Building                       |
|                           | 400 Maryland Avenue, SW                              |
|                           | Washington, D.C. 20202-1100                          |
|                           | (800) 421-3481                                       |
|                           | Email: OCR@ed.gov                                    |
|                           | http://www2.ed.gov/about/offices/list/ocr/index.html |
| OCR Regional Headquarters | U.S. Department of Education                         |
|                           | Office of Civil Rights                               |
|                           | Lyndon Baines Johnson Building                       |
|                           | 400 Maryland Avenue, SW                              |
|                           | Washington, D.C. 20202-1475                          |
|                           | (202) 453-6020                                       |
|                           | Email: OCR.DC@ed.gov                                 |

Inquiries or complaints concerning discrimination/harassment of **employees** may also be directed to the following:

| EEOC National Headquarters   | U.S. Equal Employment Opportunity Commission 131 Main Street NE Washington, D.C. 20507 (800) 669-4000 Email: info@eeoc.gov http://www.eeoc.gov/   |
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| EEOC Local Office  | U.S. Equal Employment Opportunity Commission<br>200 Granby Street<br>Suite 739<br>Norfolk, VA 23510<br>(800) 669-4000<br>http://www.eeoc.gov/field-office/norfolk/location  |
| Commonwealth of Virginia Department of Human Resource Management Office of Workforce Engagement (Diversity, Equity and Inclusion Unit) | 101 North 14 <sup>th</sup> Street, 12 <sup>th</sup> Floor<br>Richmond, VA 23219<br>(800) 533-1414<br>http://www.dhrm.virginia.gov/employee-relations/equity-<br>diversity-and-inclusion   |
| Commonwealth of Virginia Office of the Attorney General (Office of Civil Rights)   | 202 North 9 <sup>th</sup> Street Richmond, VA 23219 (804) 225-2292 <u>CivilRights@oag.state.va</u> us <a href="https://www.oag.state.va.us/programs-initiatives/civil-rights">https://www.oag.state.va.us/programs-initiatives/civil-rights</a> |

Questions? Please contact:

# Office of Institutional Compliance/Title IX

Christopher Newport Hall 105 | titleixic@cnu.edu | http://cnu.edu/titleix-eo/ | (757) 594-8245