

## **OPTIONS AND RESOURCES** **For Incidents of Sexual Misconduct**

(Non-Title IX & Title IX Sexual Harassment, Sexual Assault, Sexual Exploitation, Dating/Domestic Violence & Stalking)

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 [\*Discrimination, Harassment and Sexual Misconduct Policy\*](#), please visit <http://cnu.edu/titleix-eo/>.

### **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](http://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.
  - **To Report:** Call (757) 594-7777 or go to CNU Police Headquarters (12270 Warwick Boulevard).

#### **Office of Title IX & Equal Opportunity (TITLE IX/EO)** <http://cnu.edu/titleix-eo/>

- TITLE IX/EO 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 with the office or CNUPD.
- TITLE IX/EO gathers information and conducts investigations under the CNU Policy.
- TITLE IX/EO will issue no-contact orders and other supportive measures when appropriate.
- TITLE IX/EO allows an advisor/support person of each party's choice at meetings and interviews where they are present and will appoint an advisor for any hearing to conduct cross-examination if a party does not have one.
- **To Report:**
  - Contact the Office of Title IX and EO:
    - *Kathryn Wellbrock* (Interim Title IX Coordinator), David Student Union 3127, (757) 594-8819, [kathryn.wellbrock@cnu.edu](mailto:kathryn.wellbrock@cnu.edu)
  - 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 TITLE IX/EO 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.)

### 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 TITLE IX/EO, CNUPD, or other law enforcement.

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| <u>CNU Health and Wellness Services</u>  | <ul style="list-style-type: none"> <li>• (757) 594-7661</li> <li>• Freeman Center 1<sup>st</sup> Floor</li> <li>• <a href="mailto:uhws@cnu.edu">uhws@cnu.edu</a></li> <li>• <a href="http://cnu.edu/life/health/">http://cnu.edu/life/health/</a></li> </ul>       |
| <u>CNU Office of Counseling Services</u> | <ul style="list-style-type: none"> <li>• (757) 594-7047</li> <li>• Freeman Center 2<sup>nd</sup> Floor</li> <li>• <a href="mailto:OCS@cnu.edu">OCS@cnu.edu</a></li> <li>• <a href="http://cnu.edu/life/counseling/">http://cnu.edu/life/counseling/</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 TITLE IX/EO, CNUPD, or other law enforcement.

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| <u>Riverside Regional Medical Center</u>                                  | <ul style="list-style-type: none"> <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> |
| <u>Nearest Medical Facility or ER</u>                                     |   |
| <u>The Center for Sexual Assault Survivors (The Center)</u>               | <ul style="list-style-type: none"> <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 style="list-style-type: none"> <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>  |
| <u>Newport News Victim Services Unit (Commonwealth Attorney's Office)</u> | <ul style="list-style-type: none"> <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> </ul>   |
| <u>Virginia Family Violence and Sexual Assault 24-Hour Hotline</u>        | <ul style="list-style-type: none"> <li>• Call: (800) 838-8238</li> <li>• Text: (804) 793-9999</li> </ul>  |
| <u>Virginia LGBTQ Partner Abuse and Sexual Assault 24-Hour Hotline</u>    | <ul style="list-style-type: none"> <li>• Call: (866) 356-6998</li> <li>• Text: (804) 793-9999</li> </ul>  |
| <u>LGBT Life Center of Hampton Roads</u>                                  | <ul style="list-style-type: none"> <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>   |
| <u>Planned Parenthood</u>   | <ul style="list-style-type: none"> <li>• (757) 826-2079</li> <li>• Hampton Health Center, 403 Yale Drive, Hampton, VA 23666</li> <li>• Provider of reproductive health care and education.</li> <li>• <a href="http://www.plannedparenthood.org/">http://www.plannedparenthood.org/</a></li> </ul>  |
| <u>AVALON</u>   | <ul style="list-style-type: none"> <li>• (757) 258-5022</li> <li>• 24-hour Helpline: (757) 258-5051</li> <li>• Center for women and children located in Williamsburg.</li> <li>• Provides prevention, education, shelter, and support services to survivors of domestic violence and sexual assault.</li> <li>• <a href="http://www.avaloncenter.org/">http://www.avaloncenter.org/</a></li> </ul>  |

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| <u>National Sexual Assault Hotline (RAINN)</u> | <ul style="list-style-type: none"> <li>• 24-hour Hotline: (800) 656-HOPE (4673)</li> </ul>   |
| <u>Employee Assistant Program (EAP)</u>        | <ul style="list-style-type: none"> <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> |

**CNU NON-CONFIDENTIAL RESOURCES (Deputy Title IX Coordinators)**

The following individuals are trained to help identify resources and explain reporting options.

- *Katie Wellbrock* (Assistant VP of Student Affairs) 3rd Floor DSU Student Affairs Suite, (757) 594-7160, [kathryn.wellbrock@cnu.edu](mailto:kathryn.wellbrock@cnu.edu)
- *Carrie Gardner* (Associate Director of Athletics) Freeman Center 272, (757) 594-7462, [carrie.gardner@cnu.edu](mailto:carrie.gardner@cnu.edu)
- *Shannon Overby* (Director of Human Resources Operations) 1<sup>st</sup> Floor CNU North, (757) 594-7145, [shannon.overby@cnu.edu](mailto:shannon.overby@cnu.edu)

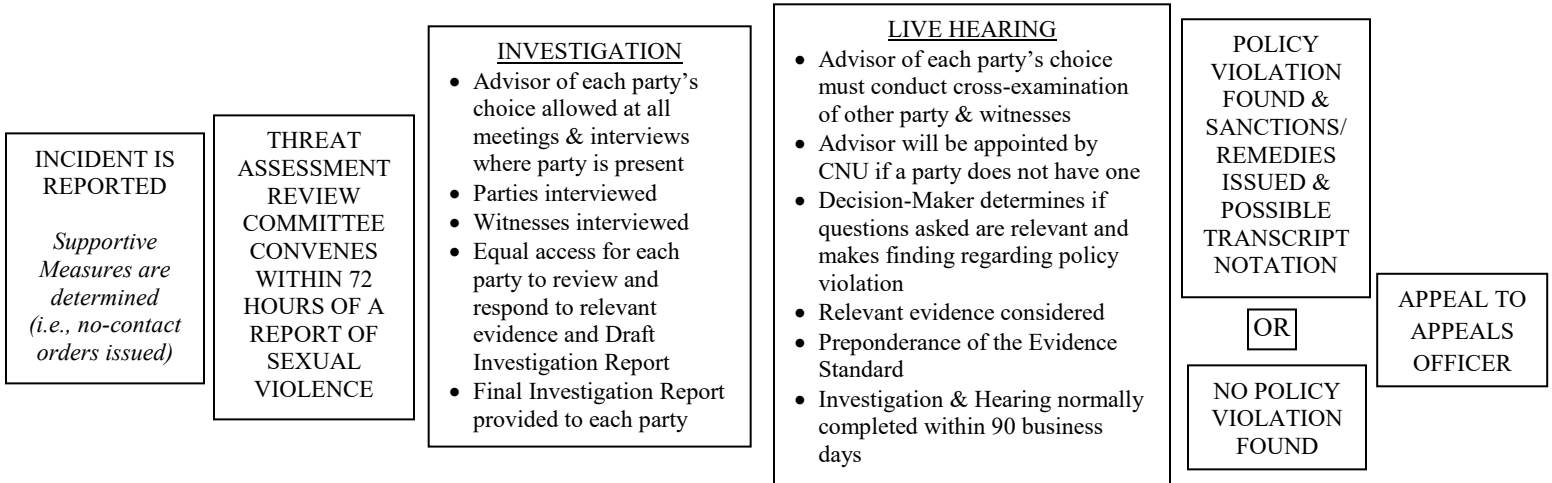
**INFORMAL RESOLUTION PROCESS**

The Informal Resolution process may be used to resolve allegations of sexual misconduct, when appropriate, by taking immediate and corrective action to stop the conduct, address its effects, and prevent its recurrence without implementing a Formal Resolution and making a determination regarding a policy violation. For a full explanation, please refer to pages 27-29 (Process A) or pages 45-46 (Process B) of the [Discrimination, Harassment and Sexual Misconduct Policy](#).

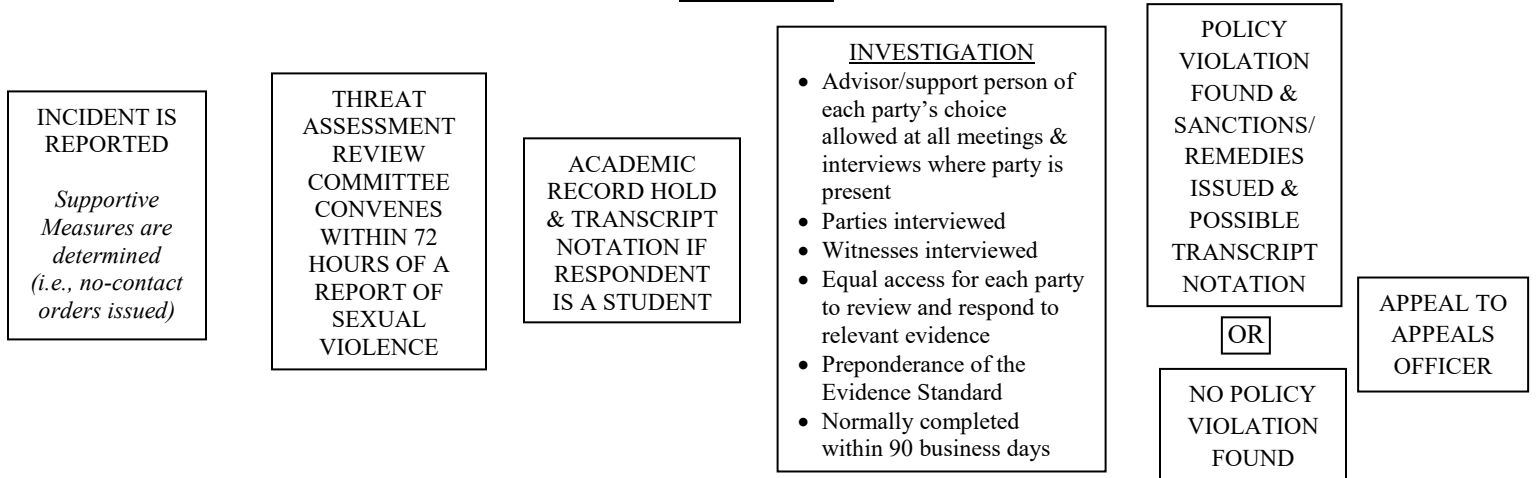
**FORMAL RESOLUTION PROCESS**

The following diagram summarizes the Formal Resolution process. For a full explanation, please refer to pages 29-44 (Process A) or pages 46-54 (Process B) of the [Discrimination, Harassment and Sexual Misconduct Policy](#).

**PROCESS A**



**PROCESS B**



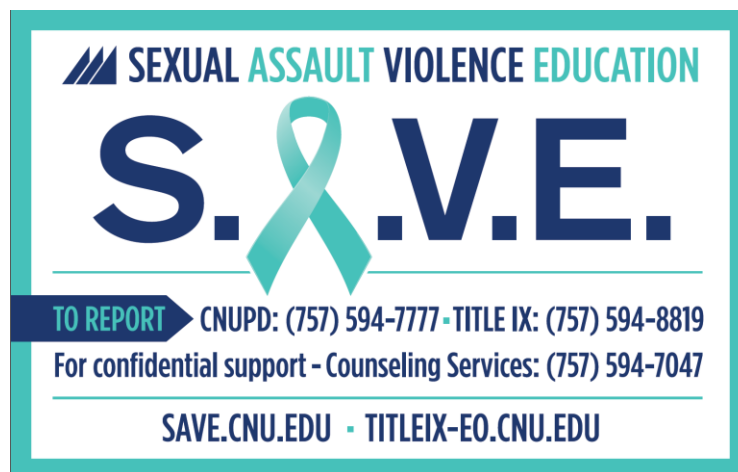
**REPORTING TO EXTERNAL AGENCIES**

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).

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

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

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



Questions? Please contact:

**TITLE IX and EQUAL OPPORTUNITY**  
**KATHRYN WELLBROCK, INTERIM TITLE IX COORDINATOR**  
Newport Hall Suite 100 | [titleixeo@cnu.edu](mailto:titleixeo@cnu.edu) | <http://cnu.edu/titleix-eo/> | (757) 594-8819