

## Finding Support & Understanding Confidentiality

When discussing sexual harassment, including sexual assault, sexual exploitation, dating violence, domestic violence, or stalking, **confidentiality is important**. Communications with the resources listed to the right are confidential under Iowa law – these individuals cannot share information they receive in confidence. Other University employees, such as a professor, RA, or coach, cannot provide this same confidentiality as they are required to report any information about potential sexual harassment to the Title IX Coordinator, who will then reach out to the student with information about resources and to discuss rights and options.

## Reporting to Law Enforcement or Public Safety

All parties may choose whether they do, or do not, want to notify police or **Drake Public Safety**. Contacting Drake Public Safety or police for assistance does not mean you must file criminal charges. Both Drake Public Safety and **Des Moines Police** can help with questions about no-contact orders, safety planning, and the criminal process. In some cases, Des Moines Police may be able to offer additional assistance (e.g., if the survivor lives off campus or if the other individual is not affiliated with the University). Drake is here to assist with contacting the police; however, individuals also have the right to decline to report to law enforcement.

Des Moines Police	911 (emergency) or 515-283-4864 or 515-283-4811
Drake Public Safety	811 (emergency) or 515-271-2222

## Anonymous Reporting through Drake

Drake accepts anonymous reports of sexual harassment via EthicsPoint at <http://www.drake.edu/ethicspoint/>. Drake respects a person’s right to choose to proceed anonymously; however, while the University will do what it can to investigate reports submitted anonymously, its ability to respond may be limited by a lack of actionable information.

## Formal and Informal Complaint Resolution

Drake understands that every situation is unique and respects parties' desire to be involved in deciding how the University will proceed when it learns about sexual harassment. Depending on the circumstances involved and the information shared, formal and informal processes may be available.

## Confidential Resources

Drake University Peer Advocacy and Support	
Violence Intervention Partner (VIP)	515-512-2972* call/text
Professional or Pastoral Counseling	
Drake University Counseling Center	515-271-3864
Employee Assistance Program	515-244-6090*
Crisis Observation Center	515-282-5742*
Community Advocacy and Support	
Polk County Crisis and Advocacy	515-286-3600* Office hours in Counseling Center Thursday 3:00-4:30 (fall and spring terms)
Domestic Violence Services (CFI)	515-243-6147*
L.U.N.A. Latina Sexual and Domestic Violence Services	866-256-7668*
Monsoon United Asian Women	1-866-881-4641*
Nissa African Women’s Project	515-255-5430*
Medical Care	
Student Health Center	515-271-3731
Planned Parenthood**	877-811-7526
Broadlawns Medical Center**	515-282-2200*
Iowa Lutheran Hospital**	515-263-5120*
Iowa Methodist Hospital**	515-241-6213*
Mercy Medical Center**	515-247-3121*
**Free sexual assault exam/medication, no report to insurance	

\*Available 24/7

An **advocate** is a confidential resource who can provide support, talk through options, and address any concerns related to sexual harassment.

For access to the complete policies, rights, and lists of resources and support, visit [www.drake.edu/titleix](http://www.drake.edu/titleix)

**DEFINE the line. RESPECT the line.**

## Title IX at Drake – Did You Know?

The Title IX Coordinator and other University staff are available to meet with any student who has questions about:

- Finding **support and resources** (you don't need to file a complaint to get help locating support or resources such as an advocate, counseling, or disability services)
- Learning about **supportive measures** (you don't need to file a complaint to request help, such as assistance with classes, work, housing, transportation, safety planning, or University no-contact orders)
- Filing a **University complaint** or **police report**
- A **complaint** that has been filed against you
- **Non-retaliation** against anyone who files a complaint or who participates in an investigation
- **Amnesty**, which is available when a student makes a report or participates in an investigation where alcohol/drug use is involved (i.e., there will be no student sanctions for a student's own alcohol/drug use)
- **Title IX webpage** ([www.drake.edu/titleix](http://www.drake.edu/titleix)) which has policies as well as information for survivors, for individuals wanting to help someone, and for individuals accused of sexual harassment

### Drake Contacts

Students may contact any of the following individuals to report or discuss concerns relating to sexual harassment (including sexual assault, sexual exploitation, dating violence, domestic violence, or stalking) and/or retaliation:

<b>Samantha Nordstrom, Title IX Coordinator</b> , Old Main 316, 515-271-4956, <a href="mailto:titleix@drake.edu">titleix@drake.edu</a>
<b>Hannah Clayborne, Dean of Students</b> , Old Main 205, 515-271-4088, <a href="mailto:hannah.clayborne@drake.edu">hannah.clayborne@drake.edu</a>
<b>Lynne Cornelius, Director of Prevention Education &amp; Programs</b> , Olmsted, 515-271-4141, <a href="mailto:prevention@drake.edu">prevention@drake.edu</a>
<b>Scott Law, Director, Department of Public Safety</b> , Ross Hall, 515-271-3860, <a href="mailto:scott.law@drake.edu">scott.law@drake.edu</a>
<b>Maureen De Armond, Executive Director, Human Resources</b> , Old Main 317A, 515-271-3676, <a href="mailto:maureen.dearmond@drake.edu">maureen.dearmond@drake.edu</a>

### Formal Sexual Harassment Adjudication Process\*

Following is an overview of Drake's process for adjudicating formal complaints of sexual harassment involving students:

#### Advisor/Support Person

Throughout the investigation and resolution process, all parties to the investigation may have an advisor, advocate, or support person of their choice in meetings, interviews, or hearings.

#### Investigation

University investigator(s) will meet with each party separately as well as other witnesses and will review evidence. Each party to the investigation will have an opportunity to review the investigation report before it goes to the Dean of Students, who is the decision maker in most cases involving students.

#### Hearing

The Dean of Students and/or Hearing Officer will hold a hearing before making a final decision and imposing discipline, if applicable. Each party to the investigation may participate and arrangements can be made to prevent direct contact.

#### Notice of Decision

The Dean of Students will provide a written determination of whether there is a reasonable belief that the allegations can be proven based on the standard of "preponderance of the evidence," (i.e., whether it is more likely than not that the policy was violated), not the criminal standard of "beyond a reasonable doubt." All parties have the right to appeal.

#### Potential Outcomes

- (1) No reasonable belief the charges can be proven. Complaint will be closed. Protective measures are still available.
- (2) Reasonable belief the charges can be proven, appropriate sanctions.

#### Potential Sanctions

Under the Code of Student Conduct potential sanctions include: expulsion, suspension, probation, removal from Drake housing, counseling, non-academic probation, revocation of privileges, restitution, fines and/or reprimand.

\*For more information about how Drake processes might apply to your particular situation, contact Drake's Title IX Coordinator at [titleix@drake.edu](mailto:titleix@drake.edu).

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