

Student Bill of Rights

The Sexual and Gender-Based Misconduct Policy affords all students the right to:

- Make a report to local law enforcement and/or state police;
- Have disclosures of domestic violence, dating violence, stalking and sexual assault treated seriously;
- Make a decision about whether to disclose a crime or violation and participate in the conduct and/or criminal justice process free from pressure by the institution;
- Participate in a process that is fair and impartial, and provides adequate notice and a meaningful opportunity to be heard;
- Be treated with dignity and receive from the institution courteous, fair and respectful health care and counseling services, where available;
- Be free from any suggestion that the Reporting Individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
- Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
- Be protected from retaliation by the institution, any student, the accused and/or the Responding Student, and/or their friends, family and acquaintances within the jurisdiction of the institution;
- Access to at least one level of appeal of a determination;
- Be accompanied by an advisor of choice who may assist and advise a Reporting Individual, accused, or Responding Student throughout the conduct process including during all meetings and panels related to such process; and
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice or conduct process of the institution.

Resources

■ CONFIDENTIAL RESOURCES

The incident and your name will not be shared with anyone.

HEALTH SERVICES

- Jonsson Tower, first floor | 518-580-5550
After hours, access on-call confidential services through Campus Safety at 518-580-5566.

COUNSELING CENTER

- Jonsson Tower, first floor | 518-580-5555
Please follow phone prompts after hours for confidential emergency services.

WELLSPRING

- 518-584-8188 (24-hour hotline)
A Wellspring Advocate is available during specified hours in the Student Wellness Center, Case 308.

SGA ATTORNEY-ON-RETAINER

- 518-584-8000
One free consultation for legal advice and referral.

■ ANONYMOUS RESOURCES

The date and location will be reported, but names will not be included.

VICTIM ADVOCATES

- Jen McDonald, Wendy Walker and Kim Golemboski
518-580-5684

PEER HEALTH EDUCATORS

- Scheduled hours in the Student Wellness Center, Case 308
PHEs@skidmore.edu

■ PRIVATE REPORTING RESOURCES

Private Reporting Resources will treat your information with respect and care, and will be required to disclose information to protect the safety of the campus community.

TITLE IX COORDINATOR

- Joel Aure, Palamountain 434 | 518-580-5708

CAMPUS SAFETY

- Jonsson Tower, ground floor, open 24/7 | 518-580-5566

STUDENT AFFAIRS

- Gabriela Melillo, Title IX Deputy Coordinator
Case 205 | 518-580-5022

■ OFF-CAMPUS REPORTING

- Saratoga Springs Police Department | 518-584-1800
- New York State Campus Sexual Assault Victims Unit
844-845-7269

SKIDMORE
C O L L E G E

Sexual and Gender-Based Misconduct Policy

The short version

You have the right to make a report to university police or campus security, local law enforcement and/or state police or choose not to report; to report the incident to your institution; to be protected by the institution from retaliation for reporting an incident; and to receive assistance and resources from your institution.

Spring 2020

The Policy: the short version

- ✓ Informs the Skidmore community of our values and outlines violations of a sexual or gender-based nature.
- ✓ Identifies an individual's rights, options and resources, and describes actions an individual may take if they experience an incident of sexual or gender-based misconduct or are accused of sexual or gender-based misconduct.

Definitions

It is the responsibility of the initiator to get affirmative consent. Affirmative consent *is*:

- A knowing, voluntary and mutual decision by all parties.
- Given by words or actions, as long as those words or actions create clear permission regarding willingness to engage.
- Informed, freely and actively given.
- Clearly communicated and mutually understood.
- All partners wanting the same thing in the same way at the same time.
- Required for every new act.
- Unable to be given by someone who is incapacitated by drugs or alcohol, or is asleep.
- Unable to be given by minors (under 17) or mentally disabled individuals.

Affirmative consent is *not*:

- Force, threat of force, coercion, fraud or intimidation.

Prohibited conduct includes:

- Sexual harassment
- Sexual assault
 - Sexual penetration
 - Sexual touching, disrobing and/or exposure
- Sexual exploitation
- Intimate-partner violence
- Stalking
- Attempted act
- Retaliation

Reporting options

Confidential or Anonymous Resources

Reports made to a confidential or anonymous resource (see list on back) will not be investigated by the College unless a Reporting Individual chooses to file a formal complaint.

Non-Confidential Resources

Any sexual or gender-based misconduct report made to a student in a position of authority, staff or faculty will be forwarded to the Title IX Coordinator, but every effort will be made to protect the privacy of the Reporting Individual.

Law Enforcement

It is the Reporting Individual's decision whether or not to file a criminal complaint.

- To report to local law enforcement, Reporting Individuals should contact the Saratoga Springs Police Department at 518-584-1800.
- To report to the New York State Policy Campus Sexual Assault Victims Unit, Reporting Individuals should call 844-845-7269.

Interim measures

Regardless of whether the Reporting Individual wishes to pursue a formal report or complaint, the following interim measures are available to either the Reporting Individual or the Responding Student:

- Change of housing
- Assistance from College staff
- Exam/assignment rescheduling
- Taking an incomplete in class
- Transferring class sections
- Alternative class completion options
- Standard No Contact Order

What happens when a formal complaint is filed?

Immediate responses

After a report of sexual or gender-based misconduct is made, safety alerts may be posted. When possible, Reporting Individuals are involved in the creation of the safety alert. Administration provides any needed immediate responses, accommodations and support services.

Investigation

Trained investigators will conduct a thorough and impartial investigation.

Adjudication Panel

Barring special circumstances, a panel will be convened to review the investigation materials.

- Panels consist of three trained members (administrators or faculty) and are closed to the public.
- Options for separating the Reporting Individual and Responding Student during the panel are available.

For the full version of Skidmore's Sexual and Gender-Based Misconduct Policy, visit

 www.skidmore.edu/sgbm