

2025-  
2026

# Elizabethtown College Sexual Misconduct

## Written Notification of Resources

Gabrielle Reed

Title IX Coordinator

717-361-3727 | [reedg@etown.edu](mailto:reedg@etown.edu) | 210 Baugher Student Center (BSC)

Link to Additional Information about Sexual Misconduct: [www.etown.edu/offices/titleix/index.aspx](http://www.etown.edu/offices/titleix/index.aspx)

# RESOURCES

## ON-campus

### **Title IX Coordinator**

Gabrielle Reed  
[reedg@etown.edu](mailto:reedg@etown.edu)  
(717) 361-3727  
BSC 210

### **Deputy Title IX Coordinator**

Jennifer Frey  
[freyjennifer@etown.edu](mailto:freyjennifer@etown.edu)  
(717) 361-3159  
Thompson 100

### **Director, Campus Safety**

Gerald Kelley  
[kelleyg@etown.edu](mailto:kelleyg@etown.edu)  
(717) 361-1264

### **Vice President of Student Life and Dean of Students**

Nichole Gonzalez  
[gonzaleznichole@etown.edu](mailto:gonzaleznichole@etown.edu)  
(717) 361-1179  
BSC 257

### **Coordinator of Disability Services**

Dr. Michele Moohr  
[moohr@etown.edu](mailto:moohr@etown.edu)  
(717) 361-1227  
BSC 232

### **Health Educator**

Joni Eisenhauer  
[eisenhauerj@etown.edu](mailto:eisenhauerj@etown.edu)  
(717) 361-1123  
Bowers Wellness Center 21

## **Human Resources**

Ann Eckert  
[eckertann@etown.edu](mailto:eckertann@etown.edu)  
(717) 361-1395  
Myer 2200

## On-Campus – College Health

### **Penn Medicine Elizabethtown College**

717-588-1059  
530 East Cedar Street (*Building across from Ober Hall*)  
Elizabethtown, PA 17022

## On-Campus - Confidential

### **Chaplain**

Amy Shorner-Johnson  
[shornera@etown.edu](mailto:shornera@etown.edu)  
(717) 361-1260  
BSC 254

### **Counseling Services**

(717) 361-1405 until 5:00pm  
weekdays  
Or call Campus Safety after hours.

## OFF-campus

### **Lancaster YWCA – Sexual Assault Prevention and Counseling**

**24/7 Hotline - 717-392-7273**

<https://ywcalan Lancaster.org/>  
110 N. Lime Street, Lancaster PA  
17602

### **Community Action Partnership Domestic Violence Crisis Services and Safe House**

<https://caplanc.org/our-programs/safety-empowerment/domestic-violence-center/>

## OFF-campus cont.

### **Lancaster General**

<https://www.lancastergeneralhealth.org/>

24-hour switch board: (717) 544-5511  
555 N. Duke St. Lancaster, PA 17602

### **Penn State Hershey Medical Center**

500 University Dr., Hershey PA  
800-243-1455

*Has a SAFE-T Center*

### **Penn State Medical Group**

#### **Elizabethtown**

1 Continental Dr., Elizabethtown, PA  
17022  
(717) 361- 0666 (daytime hours only)

### **UPMC Pinnacle Harrisburg**

#### **Campus**

111 N. Front St., Harrisburg, PA  
17101  
(717) 782- 3131

### **Elizabethtown Police**

**(717) 367-6540 or 911**

600 South Hanover St. Elizabethtown,  
PA

## 24/7 Hotlines

**Lancaster YWCA – Sexual Assault  
Prevention and Counseling**

**24/7 Hotline - 717-392-7273**

<https://ywcalan Lancaster.org/>

### **Sexual Assault**

**1-800-656-HOPE (4673)**

[www.rainn.org](http://www.rainn.org)

### **National Domestic Violence**

**1-800-799-SAFE (7233)**

[www.thehotline.org](http://www.thehotline.org)

### **Domestic Violence Services – Action Program of Lancaster County**

24/7 Hotline

**Call 717-299-1249**

**Text “SAFE” to 61222**

### **Pennsylvania Coalition Against Domestic Violence**

Phone: 717-545-6400

Toll Free: 1-800-932-4632

[www.pcadv.org](http://www.pcadv.org)

### **Pennsylvania Coalition Against Rape (PCAR)**

Phone: 717-728-9740

**Hotline: 1-888-772-7227**

[www.pcar.org](http://www.pcar.org)

# Disclaimer

*This document is **not** the Elizabethtown College Sexual Misconduct Policy and Procedures. The information contained within this document is **not** a replacement for the policies and procedures outlined in the Student Handbook, Code of Conduct, Faculty Handbook, Employee Handbook, or any other policy or procedure of Elizabethtown College. Pieces of policies and procedures may be excerpted here to provide quick reference and access to impacted individuals. However, official policies and procedures are outlined in the Student Handbook, Employee Handbook and Faculty Handbooks.*

## MEDICAL ATTENTION AND PRESERVING EVIDENCE

In cases of sexual assault, dating violence, domestic violence or stalking, complainants are encouraged to preserve physical evidence that may assist in proving the alleged criminal offense occurred or that may be helpful in obtaining a protection order. The decision to make a formal complaint or criminal report does not have to be made at this time. However, following these procedures will help preserve this option for the future.

To properly preserve evidence, ensure the incident area is not disturbed. The individual should not bathe, urinate, douche, brush teeth, or drink liquids. Clothes should not be changed. If clothes have been removed, place original clothing in a paper bag. (Plastic bags may damage evidence.) For crimes of stalking, the individual should preserve all instances of unwanted communications (texts, e-mails, social media posts) and keep a log of unwanted phone calls. For crimes of dating violence or domestic violence, pictures of injuries should be taken.

*If you have been assaulted, you are encouraged to seek immediate medical attention at an area hospital and take a full change of clothing, including shoes, for use after a medical examination. It is recommended that a physical exam be conducted within 72 hours of the assault. Participating in a sexual assault forensic exam does not require the individual to press charges. This action keeps the option open. (Individuals under the age of eighteen should be aware that, as a minor (child), their parent(s) or legal guardian may have the right to obtain information from their medical records.) Lancaster General Hospital and Penn State Hershey Medical Center provide a Sexual Assault Forensic Exam (SAFE). The hospital staff can assist with treatment for sexually transmitted diseases and other health services.*

Contact either of the following for immediate law enforcement assistance for any crime of sexual assault, dating violence, domestic violence, or stalking:

**Elizabethtown Police Department -Dial 911**

**Campus Safety – 717.361.1111 (24/7 Emergency Hotline)**

Campus Safety can arrange transportation to a local hospital or local police department if requested. **You have the right to report, and the right to not report, to law enforcement a crime of sexual assault, dating violence, domestic violence or stalking that you have experienced. You also have the right to decline to notify law enforcement of a crime of sexual assault, dating violence, domestic violence, or stalking if offered the option.**

## SEXUAL ASSAULT FORENSIC EXAMINER UNIT INFORMATION

### LANCASTER GENERAL HOSPITAL

Emergency Room

555 N. Duke St., Lancaster, PA 17602 717-544-5511

*While victims should feel comfortable visiting whatever health care facility best suits their needs, Lancaster General Hospital is the facility within Lancaster County where Advocates from YWCA are able to respond, and within the jurisdiction of Lancaster County.*

**Lancaster General Hospital** has a multidisciplinary team of professionals that work with individuals that have been sexually assaulted or sexually abused, including nurses that are trained as Sexual Assault Nurse Examiners. These nurses have completed specialized education and clinical preparation in medical forensic care for individuals that have experienced sexual assault or abuse. The team strives to assure that the response to a patient who has been sexually assaulted is patient-centered and compassionate, and ultimately may provide potential evidence to be used in the investigation of sexual assault. Advocates from the Lancaster YWCA are available to accompany individuals to Lancaster General Hospital.

Individuals receiving a sexual assault forensic exam can opt to pay with their health insurance or may be able to utilize the Victim Witness Compensation fund (kept confidential and not a part of the patient's health record).

#### **PENN STATE HERSHEY MEDICAL CENTER (SAFE-T)**

Emergency Room

500 University Drive, Hershey, PA 17033

800-243-1455

***Penn State Hershey Medical Center does not fall within the jurisdiction of Lancaster County, and Lancaster YWCA Advocates do not respond to this location.***

**Penn State Hershey Medical Center** has a multidisciplinary team of professionals that work with individuals that have been sexually assaulted or sexually abused, including nurses that are trained as Sexual Assault Nurse Examiners. These nurses have completed specialized education and clinical preparation in medical forensic care for individuals that have experienced sexual assault or abuse. The team strives to assure that the response to a patient who has been sexually assaulted is patient-centered and compassionate, and ultimately may provide potential evidence to be used in the investigation of sexual assault. Trained advocates are available to accompany individuals to Penn State. Individuals receiving a sexual assault forensic exam can opt to pay with their health insurance or to utilize the Victim Witness Compensation fund (kept confidential and not a part of the patient's health record).

## **Ongoing Support**

**In a crisis, please get help immediately. Students can access free, confidential counseling on-campus and off-campus.**

## **On-Campus**

#### **ELIZABETHTOWN COLLEGE COUNSELING SERVICES**

Baughner Student Center (BSC) 216

717-361-1405 (during business hours)

717-361-1111 (emergency after hours counseling)

The Counseling Services staff has extensive experience in college counseling and is committed to providing high quality services in a safe, confidential and non-judgmental atmosphere. All services are free of charge for full-time, traditional program students. If you wish to speak confidentially with a College counselor after business hours and prefer not to disclose any information about yourself or the

incident to Campus Safety or other College personnel, please call 717-361-1111 and request to speak with a confidential counselor. The Counselor-on-Call will respond to you directly, and if requested, will come meet with you in a confidential campus location or meet you at a local hospital. Staff Counselors are not required to disclose any information about a report of sexual misconduct or sexual violence to the Title IX Coordinator or any other College official without your permission.

### **COLLEGE CHAPLAIN**

Baughner Student Center (BSC 254) 717-361-1260

**The College Chaplain** is available during regular College business hours for confidential consultation and pastoral care. They respond to those from all religions and those from non-religious backgrounds, providing support in times of difficulty, listening with an open heart, and seeking possible ways to think about the big questions of meaning and purpose that often arise in times of great joy or tragedy. The College Chaplain is not required to disclose any information about a report of sexual misconduct or sexual violence to the Title IX Coordinator or any other College official without your permission.

## **On-Campus – Medical**

### **Penn Medicine Elizabethtown College**

530 East Cedar Street, Elizabethtown, PA 17022 717-588-1059

At Penn Medicine – Elizabethtown College Medical Center students have access to same-day or next-day appointments, free commonly prescribed medications, and virtual visits with a provider at no cost. Students may choose this location as their primary practice or continue with their current doctor and use this location when needed.

## **Off-Campus – Medical**

### **Lancaster General Hospital**

#### **Emergency Room**

555 N. Duke St., Lancaster, PA 17602

Phone: 717-544-5511

Lancaster General Hospital provides comprehensive emergency medical services for all individuals. Students should feel empowered to seek care at the medical facility that best meets their needs. Staff at Lancaster General are trained to provide respectful, patient-centered treatment, and the hospital works in collaboration with advocacy organizations to promote inclusive care.

If you are experiencing stress-related symptoms, physical health concerns, or would like to speak with a medical professional after experiencing a bias or discrimination-related incident, you are encouraged to access care at any of the facilities listed below.

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## **Penn State Hershey Medical Center**

### **Emergency Room**

500 University Drive, Hershey, PA 17033

Phone: 800-243-1455

Penn State Hershey Medical Center offers high-quality medical care and support. Their team includes specialists who work across a wide range of disciplines to meet the needs of diverse populations. While this facility does not fall within Lancaster County jurisdiction, it is available to all students in need of emergency or follow-up care.

## **Off-Campus – Non-Medical**

### **LANCASTER YWCA SEXUAL ASSAULT PREVENTION AND COUNSELING CENTER**

110 N. Lime St., Lancaster, PA 17602 717-393-1735

717-392-7273—24-Hour Sexual Assault Hotline

**The YWCA Sexual Assault Prevention and Counseling Center (SAPCC)** provides counseling and support to all individuals that have experienced sexual assault or sexual violence. All services are free and confidential. Staff or trained advocates are available 24 hours a day. SAPCC provides short-term counseling, information and referrals, legal and medical advocacy, accompaniment to hospitals, police departments, and court proceedings as requested, assistance in obtaining sexual assault forensic exam medical services, and support groups.

## **TITLE IX COORDINATOR**

### **Gabrielle Reed – Title IX Coordinator**

**Office Address:** BSC 210

**Email:** [reedg@etown.edu](mailto:reedg@etown.edu)

**Telephone Number:** 717-361-3727

The Title IX Coordinator coordinates Elizabethtown College's efforts to comply with Title IX, including overseeing this Policy and the publication and dissemination of information required by Title IX. The Title IX Coordinator's responsibilities include: (1) receiving and responding to Reports of conduct that may constitute a violation of this Policy; (2) coordinating the effective implementation of Supportive Measures; (3) designating Investigators, Facilitators, and Decision-makers to act pursuant to the Formal Complaint Process; (4) ensuring that the technology needed to conduct and record hearings is available; (5) implementing effectively any Remedies or discipline imposed by a Decision-maker upon a finding of a violation of this Policy; and, (6) complying with the record-keeping requirements of this Policy.

The Title IX Coordinator may, in some instances, be an Investigator, but can never be a decision-maker as a Hearing Board Member or Appeal officer.

The Deputy Title IX Coordinator supports the Title IX Coordinator in fulfilling their role and responsibilities and may serve as the Title IX Coordinator's designee to carry out any response, action,



initiative, project, or other responsibility outlined in this Policy. The Deputy Title IX Coordinator may be a Decision Maker provided they are not serving in the role of Title IX Coordinator for a case.

## SUPPORTIVE MEASURES

*Please contact Title IX Coordinator to receive accommodations or supportive measures.*

Supportive Measures are available with or without the filing of a Formal Complaint. Promptly after receipt of a Report, the Title IX Coordinator will contact the Complainant to discuss the availability of Supportive Measures. The Title IX Coordinator will also contact a Respondent to offer Supportive Measures promptly after a Formal Complaint is filed, whether or not a Formal Complaint Process actually proceeds. In determining the Supportive Measures to be provided, the Title IX Coordinator will make an individualized determination, considering the Complainant's wishes and other relevant factors, of the non-disciplinary, non-punitive measures that will be provided to the Complainant and Respondent to restore or preserve equal access to the College's Education programs or Activities, to protect the safety of the Parties, and/or to deter Title IX Sexual Harassment.

All Supportive Measures will be provided without fee or charge and without unreasonably burdening the other Party. Supportive Measures will be maintained as confidential by the College to the extent that confidentiality will not impair the ability to provide the Supportive Measures.

Examples of Supportive Measures that may be implemented by the College include:

- Academic extensions or adjustments
- Campus escort services
- Changes in housing
- Changes in on campus work schedules or locations
- Counseling
- Increased security or monitoring of certain areas of the campus
- Modifications of class or activity schedules
- Mutual restrictions on contact between the Parties
- Provide information on how to access legal assistance, victim advocacy and immigration/visa assistance

All Employees who have experienced Title IX Sexual Harassment, who have provided a Report alleging Title IX Sexual Harassment, or have been alleged to have engaged in Title IX Sexual Harassment can seek confidential assistance through the Employee Assistance Program:

<https://www.etown.edu/offices/human-resources/Wellspan%20Brochure%20July%202017.pdf>

## HOW TO REPORT AN INCIDENT

### **Reporting Violations of Policy**

Elizabethtown College strongly encourages anyone who has information about a potential violation of this Policy to provide a Report to the Title IX Coordinator or Deputy Coordinator.

A Report is defined as a disclosure and does not constitute a Formal Complaint. The procedure for filing a Formal Complaint is described later in this Policy. Any person may provide a Report of a potential violation to the Title IX Coordinator in person, by mail, by telephone or by electronic mail. Reports by mail, telephone or electronic mail may be made at any time, including outside of regular business hours.

A person may also file an anonymous report, which will be routed directly to the Title IX Coordinator. Anonymous reports may be submitted online [HERE](#).

<https://forms.office.com/pages/responsepage.aspx?id=Ek-IHdeg8EKLTqRyFO8tfb-MbhnRgtLpvMNkeBsRBZUQ0RXUTZPUzk3WFAxVFhWVTdXMURCSzkxVS4u&route=shorturl>

An anonymous report is defined as a disclosure and does not constitute a Formal Complaint. The procedure for filing a Formal Complaint is described below, and is also outlined in detail in the Elizabethtown Sexual Misconduct Policy, Appendix P of the Student Handbook, found on the Student Handbook Website <https://www.etown.edu/offices/student-life/student-handbook.aspx> in PDF format.

**Gabrielle Reed – Title IX Coordinator**

**Office Address:** BSC 210

**Email:** [reedg@etown.edu](mailto:reedg@etown.edu)

**Telephone Number:** 717-361-3727

**Gerald Kelley, Director of Campus Safety**, or ask for the supervisor on duty.

24/7 access:

717-361-1264 or visit the Campus Safety Office at 605 S. Mt. Joy Street

**Reporting to Law Enforcement**

A victim of a crime is encouraged to, but not required to, report the incident to local law enforcement. The criminal process and the College's disciplinary process are mutually exclusive and are not dependent upon one another. A person can pursue both, neither, or either. Victims have the option of notifying local law enforcement directly or receiving assistance from the College in doing so. If you would like help contacting local law enforcement and scheduling a meeting time with a Police Officer or Detective, please contact one of the following:

**Gerald Kelley, Campus Safety Director** or ask for the supervisor on duty. 24/7 access: 717.361.1264 or visit the Campus Safety Office at 605 S. Mt. Joy Street

**Gabrielle Reed – Title IX Coordinator**

**Office Address:** BSC 210

**Email:** [reedg@etown.edu](mailto:reedg@etown.edu) **Telephone Number:** 717-361-3727

To make a direct report to local law enforcement without assistance from the College, individuals should contact **911 or Lancaster County Wide Communications** at 717.367.1835. The dispatcher will ask for preliminary information like the name of the reporting person, phone number, address, and whether immediate assistance is needed. Lancaster County Wide Communications will then contact the appropriate local law enforcement agency, most likely the Elizabethtown Police Department. Some areas of Elizabethtown are under the jurisdiction of Northwest Regional Police Department. Crimes that occur within the Northwest Regional jurisdiction will be referred to that department. Once the local law enforcement agency is contacted by the Lancaster County Wide Communications, a police officer will contact the reporting person to gather more information and provide resources, like obtaining a restraining order (known locally as a Protection from Abuse order or a Sexual Violence Protection Order) or locations for a sexual assault forensic exam (SAFE).

Once local law enforcement has gathered information, they may refer the reporting person to a police detective to conduct a more thorough investigation. Local law enforcement officials are willing to meet with individuals making a report in a location that is comfortable, either on-campus or at the local police department office.

## CIVIL PROTECTION ORDERS AND OTHER ORDERS OF PROTECTION

In Pennsylvania, there are different types of Civil Protection Orders that are available to individuals who have experienced domestic violence, dating violence, stalking, or sexual violence. Pennsylvania Coalition Against Rape (PCAR) provides information about Sexual Violence Protections Orders: <https://pcar.org/sexual-violence-protection-orders>

A Protection from Intimidation Order (PFI) is appropriate in cases of stalking and harassment where the complainant is under 18 and the respondent is over 18. PFIs cannot be granted if both the complainant and respondent are over 18.

A Sexual Violence Protection Order (SVPO) is appropriate in cases of dating violence or sexual assault where the complainant and respondent do not have and have never had a family, household, or intimate partner relationship. An SVPO may be granted when the complainant and respondent are strangers, friends, acquaintances, co-workers, or neighbors.

If you have experienced domestic violence, dating violence, stalking, or sexual violence by a current or former intimate partner, spouse or former spouse, someone you have a child in common with, or a family member related to you by blood or marriage, you have the right to go to court and receive a Protection from Abuse Order (PFA), commonly referred to as a restraining order. A Protection from Abuse Order can include: Restrain the abuser from further acts of abuse; keep the abuser from entering your home, school or work; require the abuser to give up all weapons while the order is in effect; tell the abuser to stop stalking or harassing you or other persons in your family.

The process usually starts by filling out a form called a “petition” at the local county courthouse. For Elizabethtown College students the petition should be filed at the Lancaster

Courthouse, 50 North Duke Street, Lancaster, PA 17602. Students or employees may contact the following individuals for more information about how to obtain a PFA:

**Gabrielle Reed – Title IX Coordinator**

**Office Address:** BSC 210

**Email:** [reedg@etown.edu](mailto:reedg@etown.edu)

**Telephone Number:** 717-361-3727

**YWCA Lancaster**

110 N Lime St,

Lancaster, PA 17602

717-299-1249 (hotline)

If you have obtained a Protection Order, you are encouraged to share a copy with Campus Safety. While Campus Safety officers do not have arrest powers, they will enforce the Order to the extent possible by contacting local police when they are made aware of any violations of the Order that occur on campus.

## SEXUAL HARASSMENT DEFINITION

Title IX Sexual Harassment (Regulatory Prohibited Sexual Misconduct) is defined as conduct:

1. On the basis of sex,
2. That occurs within Elizabethtown College's Education Program or Activity,
3. Within the United States, and
4. Involves
  - (a) a College Employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
  - (b) unwelcome conduct that is determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the College's Education Program or Activity; or
  - (c) **Sexual Assault**; or
  - (d) **Dating Violence**; or
  - (e) **Domestic Violence**; or
  - (f) **Stalking**.

## SEXUAL MISCONDUCT DEFINITIONS

The following is a list of violations the College considers prohibited Conduct under our Sexual Misconduct Policy. Definitions of each of the violations can be found in the Elizabethtown Sexual Misconduct Policy. The official Sexual Misconduct Policy can be found in the Student Handbook. The official version of the Student Handbook is in PDF format on the Student Handbook website:

<https://www.etown.edu/offices/student-life/student-handbook.aspx>

**List of Violations:**

- Dating Violence (Regulatory and Non-Regulatory)
- Domestic Violence (Regulatory and Non-Regulatory)
- Retaliation

- Sexual Assault (Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, Statutory Rape) – Regulatory and Non-Regulatory
- Sexual Exploitation
- Quid Pro-Quo Sexual Harassment (Regulatory and Non-Regulatory)
- Hostile Environment Sexual Harassment (Regulatory and Non-Regulatory)
- Stalking (Regulatory and Non-Regulatory)

## CONSENT

Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate Consent. The definition of Consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

- Consent to any sexual act or prior consensual sexual activity between or with any Party does not necessarily constitute Consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot Consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to Consent.
- Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- When Consent is withdrawn or can no longer be given, sexual activity must stop.

## FILING A FORMAL COMPLAINT

The Formal Complaint Process begins with the filing of a Formal Complaint which alleges that a Respondent has engaged in Title IX Sexual Harassment, is signed by the Complainant or the Title IX Coordinator, and requests that Elizabethtown College investigate the allegation of Title IX Sexual Harassment. A Formal Complaint must be filed in electronic format. The link to the

Formal Complaint will be provided to the Complainant by the Title IX Coordinator or found [here](#).

<https://forms.office.com/pages/responsepage.aspx?id=Ek-IHdeg8EKLFTqRyFO8tfb-MbhnRgtLpvMNkeBsRBZUQ0RXUTZPUzk3WFAxVFhWVTdXMURCSzkxVS4u&route=shorturl>

## BILL OF RIGHTS

- 1. Reporting Parties have the right to report, or not report, the incident to law enforcement, and have a right to assistance from the College in doing so. Reporting Parties also have the right to immediate access to the Title IX Coordinator in order to understand their rights, options and resources related to Title IX Sexual Harassment.**

- Elizabethtown Police Department Dial 911
- Campus Safety – 717-361-1111 (24/7 Emergency Hotline)
- Title IX Coordinator can assist with Reporting to the Police: 717-361-3727 or **call Campus Safety after business hours**

**Additionally, confidential resources for an immediate or emergency response include:**

- **Elizabethtown College Counseling Services** (for students) – Students may call 717.361.1111 to request to speak to a confidential counselor.
- **YWCA Lancaster Sexual Assault Prevention & Counseling Center 24/7 Hotline** – 717.392.7273
- **Sexual Assault Forensic Examination (SAFE-T) - Penn State Hershey Medical Center** – Emergency Room – 500 University Dr., Hershey, PA 17033, 800-243-1455
- **Sexual Assault Forensic Examination (SAFE) - UPMC Pinnacle Harrisburg Campus** - 111 South Front Street, Harrisburg PA 17101 Phone: 717.782.3131
- **Lancaster General Hospital – Emergency Room** – 555 N. Duke Street, Lancaster, PA 17602, 717.544.5511
- **Penn Medicine Elizabethtown College** – 530 East Cedar Street, Elizabethtown, PA 17022. (building across from Ober Hall) 717.588.1059
- **Domestic Violence Services 24-Hour Hotline** – Community Action Program of Lancaster County 717.299.1249 (collect calls accepted)

- 2. Reporting and Responding parties have a right to a prompt, fair, and impartial process completed according to our policies in a manner that is transparent, provides timely notice of meetings and equal access to information to both parties, and conducted by officials without a conflict of interest or bias for either party that receive annual training on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.**
- 3. Reporting and Responding parties have the right to have an advisor of their choosing present through any Title IX process, as outlined in the Sexual Misconduct Policy.**
- 4. Reporting and Responding parties shall be informed in writing of the outcome of any Title IX proceeding, including informal processes, investigation, hearing board, and appeal process.**

**5. Reporting and Responding parties have a right to be notified in writing of resources and supportive measures, and methods for requesting them.**

**These include but are not limited to:**

- Academic extensions or adjustments
- Campus escort services
- Changes in housing
- Changes in on campus work schedules or locations
- Counseling
- Increased security or monitoring of certain areas of the campus
- Modifications of class or activity schedules
- Mutual restrictions on contact between the Parties
- Provide information on how to access legal assistance, victim advocacy and immigration/visa assistance

## **FORMAL AND INFORMAL METHODS OF RESOLUTION**

The Elizabethtown College Title IX Sexual Misconduct Policies and Procedures outline the resolution options for individuals alleging violations of said policy. Formal methods of resolution include thorough investigation, hearing panel involving cross-examination, and sanctions up to and including expulsion or termination from the College. Informal methods of resolution include but are not limited to mediation and restorative practices. Allegations of Non-Regulatory Prohibited Conduct defined in this policy, or discrimination based upon other protected classes, will be addressed under other Elizabethtown College policies and procedures, including other applicable discrimination policies and procedures, such as the Student Code of Conduct, Faculty Handbook, and Employee Handbook. Notwithstanding any other provision of the Sexual Misconduct Policy and Procedures, the rights and procedures set forth herein shall not apply to allegations of Non-Regulatory Prohibited Conduct that are addressed under other policies and procedures.

## **ADVISOR OF CHOICE**

(for violations of regulatory prohibited conduct outlined in the Elizabethtown Sexual Misconduct Policy and Procedures)

Each Party has the right to choose an Advisor to assist and advise them (at the Party's own expense, if the Advisor is paid). Each Party has the right to be accompanied by their Advisor throughout the Formal Complaint Process, including during all related meetings and hearings. Parties are encouraged to identify an Advisor as soon as practical, as Advisors play an important role in supporting Parties. Each Party must notify the Title IX Coordinator promptly of the name, title, and contact information for their Advisor and any change in their Advisor. If a Party does not select an Advisor and the matter proceeds to a Live Hearing, an Advisor will be appointed by the College for the hearing, at no fee to the Party, to ask Cross-examination Questions on that Party's behalf.

## DISABILITY SERVICES

Baughner Student Center (BSC 232) 717-361-1227

Elizabethtown College welcomes all academically qualified students with disabilities to its community and is committed to providing equal access to all courses, programs, services, and activities. Part of the College's Center for Student Success, Disability Services works with all academic offices and campus departments, such as Title IX, to provide equal access for students with disabilities. Please contact Dr. Michele Moohr 717-361-1227 [moohr@etown.edu](mailto:moohr@etown.edu) if you have a disability related request or would like more information.

## CLERY ACT

**The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies.

As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, colleges and universities must annually compile and publish crime, fire and security information about their campuses. Under this law, "campus security authorities" are mandated to report crimes brought to their attention for inclusion in Elizabethtown's Annual Security and Fire Safety Report. Almost all faculty and staff at Elizabethtown College are Campus Security Authorities. Some students, like Resident Assistants, Student Patrol Officers, and Peer Mentors are also Campus Security Authorities. The annual reports can be viewed on the Campus Safety web page.

Responsible Administrators serve a different role. The College has designated Responsible Administrators to whom a person may report an incident and expect the information will be acted upon. A Responsible Administrator is required to share all reported information, including personally identifiable information, with Title IX Coordinator. A list of Responsible Administrators can be found in the Title IX Sexual Harassment Policy.

It is Elizabethtown College's policy to issue special notice in a timely manner to publicize violent crimes, or perceived patterns of crime in a particular area; and to heighten awareness and help prevent reoccurrences. The names of the victims are not released in an EC Alert.

**EC Alert** is Elizabethtown College's communications system for sharing important information about situations that affect the safety of our campus community. Typically, EC Alert messages will be delivered to campus community members as emails from the College's EC Alert mailbox.

**The Elizabethtown College Daily Crime and Fire Log** provides details about crimes that have occurred on campus and have been reported to the Elizabethtown College Campus Safety Department. The log also includes fires that have been reported to Campus Safety that have occurred in on campus housing facilities. The Daily Crime and Fire Log can be viewed online on the Campus Safety webpage or in person in the Campus Safety office at 608 S. Mount Joy Street.



## NOTICE OF NON-DISCRIMINATION BASED ON SEX

Elizabethtown College is committed to providing an educational and work environment in which all members of the campus community are able to participate without being subjected to discrimination on the basis of sex, sexual orientation, gender identity, or gender expression. Where the College learns that any such discrimination occurs, the College is committed to remedying the discrimination and its effects.

In compliance with Title IX, a federal law, Elizabethtown College does not discriminate on the basis of sex in the education programs or activities that it operates. Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, *et seq.*) and its implementing regulations (34 C.F.R. Part 106) prohibit discrimination on the basis of sex in education programs and activities.

*"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any Education Program or Activity receiving Federal financial assistance."*

Title IX requires that colleges and universities maintain an environment free from sex discrimination for all faculty, staff, and students. Under Title IX, discrimination on the basis of sex includes Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking. Sexual harassment is also prohibited by Title VII of the Civil Rights Act of 1964 and by the state law.

Inquiries about the application of Title IX and its regulations may be referred to:

**Gabrielle Reed – Title IX Coordinator**

**Office Address:** BSC 210

**Email:** [reedg@etown.edu](mailto:reedg@etown.edu)

**Telephone Number:** 717-361-3727

**Title IX Web page:** <https://www.etown.edu/offices/titleix/index.aspx>

**OR**

**Director of Human Resources:**

Ann Eckert

[Eckertann@etown.edu](mailto:Eckertann@etown.edu)

(717) 361-1395

Assistant Secretary for Civil Rights

U.S. Department of Education, Office for Civil Rights

[ocr@ed.gov](mailto:ocr@ed.gov)

1-800-421-3481