

Vanderbilt University Sexual Misconduct and Intimate Partner Violence and Campus SaVE Act Support and Resource Information

Vanderbilt University seeks to maintain a safe and healthy environment for faculty, staff, and postdoctoral fellows and trainees. We take reports of sexual misconduct and intimate partner violence seriously, and how we respond depends on, among other things, the facts and circumstances of the specific incident, to whom it was reported, and the University's obligations under applicable federal and state laws and regulations. The policies governing our investigative and accountability processes include the Sexual Misconduct and Intimate Partner Violence Policy available in the Student Handbook, available at www.vanderbilt.edu/student_handbook, and the Campus SaVE Act Policy for Faculty, Staff, Postdoctoral Fellows or Trainees, available at <http://www.vanderbilt.edu/ead/saveact.html>. Vanderbilt policies forbidding sexual harassment are also found in the Faculty Manual and the Human Resources Anti-Harassment Policy. Information about support services is outlined in more detail below and can also be obtained from the Title IX Coordinator (www.vanderbilt.edu/ead).

	Information about Resources	Support	Obtaining Counseling	Interim Measures*	Making a Report/Filing a Complaint**	Confidentiality Level***
EAD/Title IX Coordinator (615) 322-4705	Yes	Refers	Refers	Coordinates	Yes	Mandatory Reporter
Human Resources (615) 343-4788	Yes	Refers	Refers	Assists	Refers	Mandatory Reporter
Project Safe Center (615) 322-7233 (Crisis Hotline) (615) 875-0660 (Office)	Yes	Yes	Assists	Coordinates	Assists	Confidential (Limited)
Protection of Minors**** (615) 322-5155	Yes	Refers	Refers	Refers	Yes	Mandatory Reporter
VUPD (615) 322-2745 (615) 421-1911 (Emergency)	Refers	Refers	Refers	Refers	Yes	Mandatory Reporter
Employee Assistance Program Faculty/Physician Wellness Nurse Wellness (615) 936-1327	Yes	Yes	Yes	Refers	Refers	Confidential
Office of LGBTQI Life (615) 322-3330	Yes	Refers	Refers	Refers	Refers	Mandatory Reporter

***INTERIM MEASURES:** Some examples of interim measures include administrative leave and work schedule changes.

****MAKING A REPORT/FILING A COMPLAINT:** Filing a complaint with VUPD may lead to a criminal investigation by the Metropolitan Nashville Police Department. Making a report with EAD may lead to an investigation and may result in disciplinary outcomes, including termination of employment. An employee may make a report/file a complaint with VUPD, EAD, or both, and the criminal and EAD processes may occur simultaneously.

*****CONFIDENTIAL (LIMITED):** Without disclosing personally identifying information about the victim, the Project Safe Center will notify the Title IX Coordinator of the nature, date, time, and general location of an incident. The Project Safe Center will also notify the Title IX Coordinator of the name of the alleged perpetrator, if known, when the alleged perpetrator is affiliated with Vanderbilt University as a faculty member, staff member, teaching assistant, independent contractor, adviser, or in any other similar capacity, other than as a student.

*****CONFIDENTIAL:** Conversations are confidential. Except in rare circumstances, nothing will be shared without your explicit permission.

*****MANDATORY REPORTER:** Conversations are kept private to the extent possible, but information about incidents of sexual misconduct and intimate partner violence and abuse of minors must be shared with relevant administrators and the Title IX Coordinator so that the University can take action, if necessary, for reasons of safety. In planning any response, the Title IX Coordinator will consider the interests of the victim and the University's commitment to a safe and nondiscriminatory environment for all members of the University community.

******PROTECTION OF MINORS**

Suspected abuse of a minor under 18 years of age requires mandatory reporting to the Department of Children's Services or local law enforcement as per Tennessee state law (TCA 37-1-403). Questions regarding reporting obligations may be directed to Vanderbilt's Protection of Minors office.

If you or someone you know has been the victim of sexual misconduct or intimate partner violence, you can call the 24-hour Project Safe Crisis Hotline at 615-322-SAFE (7233) or the Vanderbilt University Police Department Emergency Line at 911 or 421-1911.