

The Campus Sexual Violence Elimination (SaVE) Act

The Campus Sexual Violence Elimination (SaVE) Act fosters transparency on campus regarding incidents of sexual misconduct, violence, ensures improved rights of victims, establishes standards for disciplinary proceedings, and requires primary and on-going prevention educational programs. The Campus SaVE Act amends the Clery Act, which mandates campuses to report annual statistics regarding incidents of campus crime, including sexual violence, domestic violence, dating violence, and stalking.

The University of Louisiana at Monroe (ULM) is committed to providing a safe living, learning and working environment. In compliance with federal law, specifically the Jeanne Clery Act (the Clery Act) and the Campus Sexual Violence Elimination Act (SaVE Act), the University has adopted policies and procedures to prevent and respond to incidents of sexual assault, domestic violence, dating violence and stalking. These guidelines apply to all members of the University community (students, faculty, and staff) as well as contractors and visitors.

ULM will not tolerate sexual assault, domestic violence, dating violence, or stalking, as defined in the [ULM Sexual Misconduct Policy](#), in any form. Such acts of violence are prohibited by the University policy, as well as state and federal laws. Individuals who the University determines more likely than not engaged in these type behaviors are subject to penalties up to and including dismissal or separation from the University, regardless of whether they are also facing criminal or civil charges in a court of law.

Definitions:

Sexual assault- a forcible or non-forcible sex offense that meets the definition of rape, fondling, incest or statutory rape as further defined in the Clery Act. Louisiana law defines sexual assault as non-consensual sexual intercourse or sexual contact. A single instance of sexual assault can constitute a hostile environment.

Domestic violence- violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a current or former spouse or intimate partner or other person from whom the alleged victim is protected under state or federal law. Includes felony or misdemeanor crime of violence committed by a person with whom the victim shares a child, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating violence- violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence in Louisiana includes any offense against the person as defined in the Louisiana Criminal Code except negligent injury and defamation.

Stalking- Intentional and repeated following OR harassing that would cause a reasonable person to feel alarmed OR suffer emotional distress OR Intentional and repeated uninvited presence at another person's : home, work place, school, or any other place which would cause a reasonable person to be alarmed OR would cause a reasonable person to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to the victim OR any member of the victim's family OR any person with whom the victim is acquainted. For purposes of the Louisiana state definition of "stalking", the term "harassing" means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures. "Pattern of conduct" means a series of acts over a period of time, however short, evidencing an intent to inflict a continuity of emotional distress upon the person. Constitutionally protected activity is not included within the meaning of pattern of conduct.

How to Report an Incident:

The University encourages any member of the University community who has experienced sexual assault, domestic violence, dating violence, or stalking, or knows of another member of the community who has experienced any of these violations, to report the incident to University authorities.

If a ULM student, faculty or staff member, visitor, or contractor has experienced sexual assault, domestic violence, dating violence, or stalking, should immediately report the incident to the Title IX Coordinator, Treina Landrum, Library 612, 318.342.5215, landrum@ulm.edu (for students, university employees, contractors or visitors).

The report can be made in person and/or [online](#). Each reporting authority will contact the Title IX Coordinator who will assist the complainant by assessing the incident, advising the complainant on how he or she can seek legal protection, and making the survivor aware of medical, counseling, and other support services. In the case of an emergency or an ongoing

threat, a survivor should get to a safe location and call 911 for local police or if on campus dial 1911.

The Title IX Coordinator will also provide survivors of sexual assault, domestic violence, dating violence, and stalking with information about available support services and resources, and also assist any complainant in notifying law enforcement, including the local police, if the complainant elects to do so. Complainants are not required to report to area law enforcement in order to receive assistance from or pursue any accommodations within the University. Reporting sexual assault, domestic violence, dating violence, and stalking to the police (including Campus Police) does not commit the complainant to further legal action. However, the earlier an incident is reported, the easier it will be for the police to investigate, if the complainant decides to proceed with criminal charges. Confidential advisors have also been designated by the University to assist students. Contact information for these individuals can be found on the [Confidential Resources/Advisors](#) tab on the ULM Title IX web page.

Explanation of Rights:

Any student or employee, who reports an incident of sexual assault, domestic violence, dating violence, or stalking, whether the incident occurred on or off campus, shall receive a written explanation of their rights and options as provided for under this policy.

These rights and options include the right(s) of a complainant to:

1. Go to court, and to file a domestic abuse complaint requesting an order restraining the respondent from abusing you, and/or an order directing your attacker to leave your household, building, school, university, or workplace;
2. Seek a criminal complaint for threats, assault and battery, or other related offenses;
3. Seek medical treatment (the police or University Confidential Advisors will assist you in obtaining medical treatment if you wish);
4. Request the assistance of a Confidential Advisor;
5. Request the police remain at the scene until your safety is secured;
6. Request that a police officer assist you by arranging transportation or by taking you to a safe place, such as a friend's residence; and
7. Obtain a copy of the police incident report at no cost from the police department.

Procedures Complainants Should Follow:

If an incident of sexual assault, domestic assault, dating violence, or stalking occurs, it is important to preserve evidence so that successful criminal prosecution remains an option.

The survivor of a sexual assault should not wash, shower or bathe, douche, brush teeth, comb hair, or change clothes prior to a medical exam or treatment. If a survivor has removed the clothing he or she was wearing during an assault prior to seeking medical treatment, that clothing should be placed in a brown paper, not plastic, bag and brought to the hospital when treatment is sought. If the complainant is still wearing the clothes that he or she was wearing during an assault, he or she should bring a change of clothes with him or her to the hospital so that the clothes containing possible evidence can be preserved and examined for evidence of the crime.

Evidence of violence, such as bruising or other visible injuries, following an incident of sexual assault, or domestic or dating violence, should be documented by taking a photograph, Evidence of stalking, including any communications such as written notes, email, voice mail, or other electronic communication sent by the stalker, should be saved and not altered in any way.

On Campus and Off Campus Resources:

ULM, the city of Monroe and neighboring parishes, all offer other important resources to the survivors of sexual assault, domestic assault, dating violence, or stalking, including medical treatment, counseling services, and advocacy that complainants may wish to utilize.

The following University offices can assist members of the University community in considering their options regarding resources or recourse they may elect to pursue. A complainant need not formally report an incident of sexual assault, domestic violence, dating violence, or stalking to law enforcement or the University in order to access the following resources:

Emergency Contacts:

Important Contacts	Address	Number
Local Emergency Services		911
University Police Department (On Campus)	3811 Desiard St., Monroe, LA 71209	1911
University Police Department (Off Campus)	3811 Desiard St., Monroe, LA 71209	(318) 342.5350
Monroe Police Department	700 Wood St., Monroe, LA 71201	(318) 329.2600
Ouachita Parish Sheriff's Department	400 St. John St., Monroe, LA 71201	(318) 329.1600
West Monroe Police Department	2301 N 7 th St., West Monroe, LA 71291	(318) 396.2722
State Police	1240 LA Hwy 594, Monroe LA 71203	(318) 345.000 (866) 292.8320
ULM Title IX Coordinator, Treina Landrum	Office of the Vice President of Student Affairs, Library, Suite 612	(318) 342.5215
ULM Counseling Center	ULM Counseling Center, 1140 University Ave. Monroe, LA 71209	(318) 342.5220
ULM Health Clinic (Affinity)	ULM Health Clinic (Affinity), 1140 University Ave. Monroe, LA 71209	(318) 342.1651
ULM Dean of Students	Student Center, Room 239	(318) 342.5230
ULM Director of Residential Life	Commons II, Residential Life	(318) 342.5240

Accommodations:

In the event a student or employee reports an incident of sexual assault, domestic violence, dating violence, or stalking to law enforcement or pursues any formal action, if they report such an incident to University authorities, the University is committed to providing them as safe a learning or working environment as possible. Upon request, the University will make any reasonably available change to an alleged victim's academic, living, and working situation. When a reported incident of abuse involves more than one member of the University community, the Title IX Coordinator may issue an institutional "NO CONTACT" order, prohibiting the individual from contacting the other, either on or off campus.

University authorities will advise the complainant of a reported incident of sexual assault, domestic violence, dating violence, or stalking about how to seek a restraining order from a criminal court.

UPD is committed to ensuring that orders of protection issued by courts are fully upheld on all University-owned, used, and controlled property as well as properties immediately adjacent to the University. Therefore, if any member of the University community obtains an order of protection or restraining order, he or she should promptly inform University authorities and provide them with a copy of that order, so that it can be enforced. The University is also committed to protecting survivors from any further harm, and if the University authorities determine that an individual's presence on campus poses a danger to one or more members of the University community, said authorities and/or the Title IX Coordinator may issue an institutional "NO CONTACT" or "NO TRESPASSING" order barring that individual from University property.

Confidentiality:

ULM recognizes the sensitive nature of sexual assault, domestic violence, dating violence, and stalking incidents. We are committed to protecting the privacy of individuals who report incident of abuse, to the extent that doing so is permitted by law and consistent with the University's need to protect the safety of the community. Different University officials and personnel are able to offer varying degrees or levels of privacy.

The University requires all employees, with the exception of the licensed mental health counselors who work at the ULM Counseling Center and designated Confidential Advisors to share the information with the Title IX Coordinator regarding any report of sexual misconduct. The Title IX Coordinator will investigate the incident(s), track trends (including multiple reports involving the same assailant) and determine whether steps are needed to ensure safety of the

community. It is the complainant's choice whether he or she wishes to participate in the investigation; however the University may proceed with an investigation with the complainant's participation if there is a concern for the safety of other members of the community.

Reports made to the University Police Department will be shared with the Title IX Coordinator in all cases, and may also be made public (maintaining the complainant's anonymity) and shared with the respondent in cases where criminal prosecution is pursued. Reports received by the University concerning the abuse of a minor or juvenile must be reported to the state officials in compliance with state law requiring mandatory reporting of child abuse. All members of the University community are required by University policy to report any instances of known child abuse or neglect to the University Police Department, and this department will in turn report such information to the appropriate state authorities.

Reports and information received by the licensed mental health counselors and the ULM Health Clinic (Affinity's medical professionals) are considered protected. Information received by designated Confidential Advisors is considered confidential. Thus, those individuals will not share information they learn from alleged victims with others within the institution (including the Title IX Coordinator) or with any third party except in cases of imminent danger to the alleged victim or third parties. Absent such circumstances of imminent danger, the only information that these employees will report to the University's crime reporting statistics that are reported in the University's annual Clery Reports. Such crime reporting statistics are also included in a Title IX trend report maintained by the University.

Incidents of sexual assault, domestic or dating violence, or stalking, which is shared with the University's Title IX Coordinator or other University officials, will be treated with the greatest degree of respect and privacy possible while still fulfilling the University's obligation to investigate and effectively respond to the report. Every effort will be made to limit the scope of information shared to keep it to a minimum of detail, and only when absolutely necessary. It is the complainant's choice whether to participate in the investigation; however the University may proceed with the investigation without the alleged victim's participation if there is a potential threat to other members of the community.

An individual's ability to speak in confidence and with confidentiality may be essential to his or her recovery. The University thus expects employees to treat information they learn concerning incidents of reported sexual assault, domestic violence, dating violence, and stalking with as much respect and as much privacy as possible. University employees must share information only with those university officials who must be informed of the information pursuant to University policy. Failure by a ULM employee to maintain privacy in accordance with the University policy will be grounds for discipline.

While federal law requires the University to include certain reported incidents of sexual assault, domestic violence, dating violence, and stalking among its annual campus crime statistics, such information will be reported in a manner that does not permit identification of survivors.

Educational Programs:

The University is committed to continued efforts to provide students and employees with educational programming, and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before they occur.

Prevention programs to address the issue of sexual assaults, domestic violence, dating violence, and stalking in a campus environment include but are not limited to the following: awareness programs, risk reduction programs, violence prevention and bystander intervention.

Personal Safety Workshops – In an effort to educate the University community about safety, the University provides opportunities for all members of the community to learn about safety precautions. Resident Directors, Resident Assistants, and UPD conduct awareness workshops on a wide variety of subjects including but not limited to alcohol awareness, the definition of consent, sexual assault, and wellness.

Awareness Programs:

Sexual Assault Awareness – ULM Counseling Center

Dating and Domestic Violence – ULM Counseling Center

Dating Violence/Sexual Assault/Stalking Awareness – Dr. Rob Hanser and Dr. Pamela Saulsberry

Green Dot Bystander Training – Dr. Pamela Saulsberry, Dr. Rob Hanser

Walk a Mile in her Shoes – Dr. Pamela Saulsberry

Violence Prevention and Intervention - Sexual Assault Forum – Dr. Rob Hanser and Saulsberry

New Student Orientation:

Undergraduate orientation programs addressing active bystander awareness, support services, medical amnesty, wellness, and personal safety are offered by the Division of Student Affairs staff, UPD, Title IX Task Force, Administrators of the DOJ grant, and other entities.

Safety Escorts:

UPD provides safety escorts twenty-four hours a day, seven days a week. This service provides students, faculty, and staff with walking or motor vehicle escort between locations on campus. Safety Escorts can be requested by calling UPD at (318) 342-5350.

Crime Bulletins and Alerts

The University periodically distributes crime bulletins or alerts to inform members of the University community about incidents of crime in the areas surrounding the University that may pose an imminent threat of harm to members of the community. Bulletins and alerts are also circulated at times, not in response to a specific incident, but as a general reminder to community members about measures that members of the community may take to enhance personal and property security.

New Employee Orientation:

All new employees receive training on Sexual Harassment and Title IX through several offices and during annual faculty and staff in-service programs. The University authorities also provide new employees with information concerning issues of safety and personal awareness on such subjects as emergency preparedness.

Resident Hall Programs:

These programs are run through the Office of Residential Life and inform students on a wide variety of topics, such as, alcohol awareness, sexual assault, consent, bystander awareness, personal safety, and fire safety.

Bulletin Board Campaigns:

The Office of Student Services and Residential Life uses passive programming strategies in the residence halls to provide information on crime prevention and safety issues related to University students on and off campus.

Conduct Proceedings:

ULM strictly prohibits all acts of sexual assault, domestic violence, dating violence, and stalking. In addition to facing criminal investigation and prosecution, students, employees, and other affiliates may also face action by the University. When students or employees are accused of having engaged in sexual assault, domestic violence, dating violence, or stalking, the University may, depending on the facts alleged, issue interim safety measures prior to the resolution of the

charges. Such interim safety measures might include issuing No Contact orders between the parties, altering an individual's work or class schedule or a student's on-campus housing assignment, placing an employee accused of misconduct on administrative leave, or placing a student accused of misconduct on an interim suspension.

The University's Title IX Coordinator will oversee all investigations of allegations of gender-based violence. Employees who are found responsible for having committed such a violation could face termination of employment, and students who are found responsible for having committed such a violation may face disciplinary probation, deferred suspension, suspension from university housing, dismissal from university housing, suspension from the university, or dismissal from the university. In addition, ULM may issue No Contact Orders and No Trespass Orders to those found responsible.

If a Title IX investigation concludes that a preponderance of evidence exists which suggests a student or employee more likely than not engaged in sexual assault, domestic violence, dating violence, or stalking, the Title IX Coordinator will make the determination of responsibility and accordingly issue sanctions. The complainant or respondent has the right to appeal and go before the Title IX Appeal Committee.

All conduct proceedings, whether the conduct is reported to have occurred on or off campus, shall provide a prompt, fair, and impartial investigation and resolution. All investigations and proceedings shall be conducted by officials who receive annual training on the nature of the types of cases they are handling, how to conduct an investigation, and how to conduct a proceeding in a manner that protects the safety of the complainant and promotes accountability.

The University seeks to investigate and adjudicate any official complaints of sexual assault, domestic violence, dating violence, or stalking that are filed with the University in a fair and prompt manner making efforts to finalize complaints within sixty (60) days of receipt of the complaint, unless mitigating circumstances require the extension of time frames beyond sixty (60) days. Such circumstances may include the complexity of the allegations, the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation, University breaks or vacations that occur during the pendency of an investigation, or other unforeseen circumstances. In these matters the complainant and the respondent shall be notified, provided an explanation, and given information about the amount of additional time required.

In all investigatory and adjudication proceedings conducted by the University concerning charges of sexual misconduct, domestic violence, dating violence, or stalking, including any related meetings or hearings, both the complainant and the respondent will be afforded the same process rights, including equal opportunities to have others present. This includes the right to be accompanied by an advisor of their choice. Both the complainant and respondent will also be afforded an equal opportunity to introduce evidence and identify witnesses.

When a student is accused of any violation of the student conduct code, including but not limited to charges that he or she engaged in sexual assault, domestic or dating violence, or stalking, the charges will be decided using the preponderance of evidence standard, which means that it is more likely than not that the reported misconduct occurred.

When the Title IX Coordinator completes an investigation and/or issues a decision, both the complainant and the respondent shall promptly and simultaneously be informed in writing, usually within seven (7) business days, of the outcome of the investigative or adjudicative proceeding. Both the complainant and respondent will be given the same procedures and timeframe to appeal the outcome of the proceeding to the Title IX Appeal Committee. Both parties will receive the same process rights if an appeal is granted, and the parties will both receive timely notice when the outcome becomes final. Disclosure of the outcome shall be made to both parties unconditionally, and each shall be free to share or not share the details with any third parties.