#### Middlebury College RESPONSE TO SEXUAL **VIOLENCE**

The immediate concern is for the safety and well-being of the individual. These procedures are designed to ensure that every incident will receive the complete attention of the College and will be handled in a way that is mindful of the Reporting Individual's welfare and privacy.

THE NON-SHADED PATHWAY IS PREFERRED

#### SEXUAL ASSAULT/RAPE REPORTED

Unless the student is in immediate danger, all steps below should be discussed and initiated with theperson's consent. All reports should be shared with the Title IX Coordinator, regardless of the pathway chosen–Butterfly Blaise Boire

## I. Ensure the Individual's Safety(Call 911 in an emergency)

Public Safety (on-campus) 802-443-5911 Middlebury Police Department (off-campus) 802-388-3191 Vermont State Police (off-campus) 802-241-5000 MiddSafe (on-campus) 802-377-0239

#### II. LISTEN WHILE PROVIDING A NON-JUDGMENTAL ENVIRONMENT

Let the individual know as soon as they begin to or you believe they are about to report an incident that you are NOT a confidential resource and anything they tell you must be reported to the Title IX coordinator. Let each individual make choices related to self. Be supportive. Inform the person of individual rights and available resources (Refer to the Reporting Individual Information Checklist). Discuss your reporting obligation and confidentiality guidelines.

#### III. REFER INDIVIDUAL FOR MEDICAL TREATMENT

(Sexual Assault Nurse Examiner's Program at Center for Health and Wellness or Porter Medical Hospital) Arrange SANE assessment at Center for Health and Wellness or Porter Hospital by calling Public Safety 802-443-5911

**INDIVIDUAL DECLINES** MEDICAL TREATMENT, CRIME REPORTING, AND/OR COUNSELING **SERVICES** 

### IV. REFER INDIVIDUAL FOR REPORTING

- Middlebury College Title IX Coordinator -bboire@middlebury.edu (802) 443-2147 | Service Building, Room 213
- Middlebury COllege Public Safety (on-campus) 802-443-5911 | 125 S Main St, Middlebury, VT 05753
- Middlebury Police Department (off-campus) 802-388-3191 | Lucius Shaw Ln, Middlebury, VT 05753
  - Vermont State Police (off-campus) 802-241-5000 | 45 State Dr, Waterbury, VT 05671

# V. REFER INDIVIDUAL FOR COUNSELING SERVICES

- Middlebury College Center for Health and Wellness Counseling Center 802-443-5141
  - Counseling Services of Addison County 802-388-7641

## VI. INFORM COLLEGE OFFICIALS IN ALL CASES

Report information to the Title IX Coordinator-Butterfly Blaise Boire - 802 443-2147 |bboire@middlebury.edu

Information to gather with consent by the Reporting Individual: (1) The name of the person(s) reporting the information to you (2) The name of the person(s) who is reported to have been harmed (3) The name of the person(s) who is reported to have caused harm (4) Where the incident(s) is reported to have occurred (5) The date/time of the reported incident(s) (6) Who else the information reported to (7) The nature of the incident (sexual assault/rape/interpersonal violence). Note: If you have questions about your responsibilities to report as an employee (based on job status/employee relation agreements), please connect with the Title IX Coordinator, Human Resources, and/or your supervisor. Failure to follow these expectations could result in disciplinary action.

## **VII. POLICIES & PROCEDURES WILL BE ENACTED**

Formal investigations are most often initiated by request of the Reporting Individual. In instances where the College determines a campus security risk, a formal investigation may be initiated without the request of the Reporting Individual. Prior to any informal or formal resolution, the Reporting Individual would meet with the Title IX Coordinator to review rights, resources, accommodations, and options. College Title IX investigations and/or disciplinary procedures will proceed independently of any action taken in the criminal or civil courts, as determined on a case-by-case basis in compliance with state and federal regulations. College procedures are not a substitute for criminal court proceedings; Absent extenuating circumstances, will be completed within sixty days. Proceed with appropriate attention to Reporting Individual's safety; and not require a reporting individual to mediate directly with the person accused, including couples counseling. Additionally, all individuals who report incidence(s) of sexual violence are still afforded reasonable resources and accommodations regardless of the decision of filing a criminal or campus report for formal action.