

Information for Victims

Dating Violence • Domestic Violence Sexual Assault • Stalking

If you are a victim of dating violence, domestic violence, sexual assault, or stalking—whether the offense occurred on or off campus—there are multiple resources available to you. The following explains what you should do and includes a list of these resources.

REMEMBER, dating violence, domestic violence, sexual assault, and stalking are criminal acts and you are **NOT** responsible for another’s act that violates your freedom. Dating violence, domestic violence, sexual assault, and stalking are violations of the law and LDS Business College’s (LDSBC) Sexual Misconduct Policy.

If you are the victim of dating violence, domestic violence, sexual assault, or stalking, know that LDSBC is here to help and is able to take certain protective measures to ensure your safety on campus during and after a College investigation.

SEEK MEDICAL ATTENTION IMMEDIATELY if you are a victim of sexual violence or sexual assault. You can request a sexual assault examination by contacting the police or by visiting any hospital emergency room for a referral to have a sexual assault examination completed. The examination provides care to minimize the risk of sexually transmitted diseases and preserves evidence that will be important if you decide to pursue criminal charges or wish to obtain a protective order against the person who assaulted you.

PRESERVE EVIDENCE by not bathing, showering, or using toothpaste or mouthwash after an incident of sexual assault. Do not wash clothing, bed sheets, pillows, or other potential evidence. However, if you do, you should still seek medical attention as soon as possible—even if some time has passed since the assault.

SEEK SUPPORT: Please do not feel you need to deal with this situation alone. Call a friend, family member, or someone with whom you feel you can talk. You may choose to speak to your ecclesiastical leader, and they will be able to refer you to LDS Family Services.

REPORTING THE CRIME: Deciding whether or not to report dating violence, domestic violence, sexual assault, or stalking may be difficult. Making a report to law enforcement is a decision left entirely up to you. As a victim, you may decline to notify law enforcement if you choose. If you decide to notify law enforcement, you can be assisted by campus authorities. Below is a list of contact information for local security and police offices:

- Campus Security: 801.240.2771
- Salt Lake Police Department: 911 or 801.799.3100
- Orem Police: 911 or (801) 229-7070
- Provo Police: 911 or (801) 852-6210

Law enforcement can help you with orders of protection, “no-contact” orders, and restraining orders. General information about the different types of court orders is available on the Utah Courts website at www.utcourts.gov. Please note that LDSBC cannot represent you in legal proceedings; see the list of Community Resources below for legal assistance.

TITLE IX

In addition to your right to pursue criminal charges, you can also file a complaint with the College. To do so, please contact any of the following:

- LDSBC Title IX Coordinator:
801.524.8157
- LDSBC Human Resource
Department: 801.524.8171
- Anonymously: 1-888-238-1062 or
LDSBC's connection through Ethics
Point

If you are worried about retaliation against you for reporting an incident, be assured that LDSBC does not tolerate retaliation in any form. It is against College policy to retaliate against you, your family, friends, close associates, and anyone who provides information for an investigation. If you feel that you have been retaliated against, contact the Title IX Coordinator.

CONFIDENTIALITY: Reports of dating violence, domestic violence, sexual assault, or stalking filed with the Title IX Coordinator will be investigated as confidentially as reasonably possible. Records kept by LDSBC relating to sexual misconduct allegations are not publicly available. However, if the College is required to make records publicly available, any personally-identifying information about you will be excluded to the extent that the law allows. Federal law requires the College to publicly disclose statistics about reported incidents of dating violence, domestic violence, sexual assault, and stalking; however, no personally-identifiable information is published for purposes of such reporting.

INTERIM MEASURES: Before or during the investigation, the Title IX Coordinator or Investigator may recommend that interim measures be taken to protect you or others from retaliation or further acts of sexual misconduct. Interim measures may include a change to class schedules, change in housing accommodations, counseling and medical services, academic support, a police escort to protect you, or a number of other appropriate actions. You may request interim measures by speaking with the Investigator or the Title IX Coordinator. If requested and reasonably available, interim measures will be provided to you whether or not you choose to report the crime to law enforcement. The nature of any interim measures you receive will be kept confidential to the extent reasonably possible.

DISCIPLINARY ACTION PROCEDURES: After you make a report to the Title IX Coordinator, LDSBC will initiate an investigation. This investigation is separate from any criminal investigation conducted by the police. The investigation is conducted by officials who understand LDSBC's Sexual Misconduct Policy and "receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects" your safety "and promotes accountability."¹ The investigation and ultimate resolution will be conducted in a timely, fair, and impartial manner. Both you and the person who assaulted you will have the same opportunities to present evidence and have others present during interviews or meetings. Both parties will be simultaneously informed in writing of the outcome of the disciplinary proceeding, the appeal procedures, changes to determinations, and when the determinations have become final. The investigator will use a preponderance of the evidence standard (i.e., more likely than not) in determining if dating violence, domestic violence, sexual assault, or stalking occurred. When possible, LDSBC seeks to conclude the investigation and resolution within sixty calendar days of receiving a report.

PROTECTIVE MEASURES AND SANCTIONS: After a Title IX investigation is completed and a final determination is made, LDSBC may take steps to protect you by making interim measures permanent, offering you remedies and accommodations, implementing changes in programs or activities, or providing training for the campus community, specific groups, or individuals. The College may also impose sanctions on the person who assaulted you. Sanctions that may be imposed by the College include: Retain Record, Counsel and Education, Warning, Probation, Suspension Withheld, Short-term Suspension, Suspension, Dismissal, Part or Full-ban from campus and Reassignment to Another Position, Reduction in Pay, Demotion, or Termination of Employment. The College may use any combination of the above sanctions to discipline an individual. Discipline will depend on the circumstances and the severity of the violation.

¹ 20 U.S.C. § 1092(f)(8)(B)(iv)(I)(bb); see also 34 C.F.R. § 668.46(k)(2)(ii).

RESOURCES

CAMPUS RESOURCES

The Following resources also are available to support you. They will protect your privacy and confidentiality to the extent possible, but are required to report sexual assaults to LDSBC's Title IX Coordinator.

- **Title IX Coordinator** (801.524.8157): David Brooksby, Director of Student Living, has been designated as the Title IX Coordinator to handle inquiries regarding non-discrimination and harassment policies. You may make a report to the Title IX Coordinator directly or through [EthicsPoint](#).
- **Chief Student Services Officer** (801.524.8158): The Chief Student Services Officer encourages student development and addresses student issues and needs. The Chief Student Services Officer and his staff are ready to support students and encourages any student who is in need of assistance to contact the Dean's office.
- **Campus Security** (Emergency: 801.240.2771; Non-Emergency: 801.240.2661): Contacting Campus Security does not mean a student must pursue criminal charges. Campus Security can advise students of their options, help preserve evidence while they consider options, and assist students in safety planning.
- **Human Resource Department** (801.524.8171): The Human Resource Department can take reports and provide counsel when there may be issues related to any employed person at LDSBC. They can also respond if there are issues related to anyone who is not a student at LDSBC.

Community Resources: A number of organizations provide specialized services for victims of sexual assault and provide excellent support in addition to those services available on campus.

- **Rape Recovery Center:** Services provided include 24-hour crisis intervention, advocacy, emotional support and referrals in 150 languages.
 - 24-hour Crisis Line: 801.467.7273, 2035 S. 1300 E., Salt Lake City
- **The Center for Women and Children in Crisis:** Services provided include a 24-hour crisis intervention, sexual assault and rape education groups, rape survivor therapy groups, individual therapy for victims of rape, and preventive education presentations.
 - Sexual Assault 24-Hour Hotline: 801.356.2511 or 888.421.1100, 1433 E. 840 N (Orem)
- **Sexual Assault Victim Advocate:** Victim advocates are professionals trained to support victims of sexual assault. Advocates offer victims information, emotional support, and help finding resources and filling out paperwork.
 - Provo: 801.852.6375 or 801.852.6280; Orem: 801.229.7128 or 801.229.7126
- **RAINN (Rape Abuse & Incest National Network):** RAINN is the largest anti-sexual assault organization in the United States and provides extensive support including a 24-hour crisis line.
 - 24-hour Crisis Line: 800.656.4673, www.rainn.org
- **The Utah Domestic Violence LINKLine:** Provides individuals, who can call anonymously, with information on crisis intervention, safe shelters, community resources, legal assistance, victim advocates, and counseling agencies.
 - 24 Hour Hotline 1-800-897-LINK (5465) • udvc.org
- **The National Domestic Violence Hotline:** Provides confidential individual support, crisis intervention, and information on ways to secure a victim's immediate safety.
 - 1-800-799-7233 • www.thehotline.org
- **The Utah State Bar:** Answers questions about how to contact attorneys who can provide you with legal advice and service.
 - (801) 531-9077 • www.utahbar.org
- **Utah Legal Services:** Assists individuals who do not have the means to secure legal help.
 - 1-800-662-4245 • www.utahlegalservices.org
- **The Timpanogos Legal Center:** Assists individuals who do not have the means to secure legal help.
 - (801) 374-6766 ext.3523 • www.timplegal.org