

## **SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, AND STALKING RESOURCE GUIDE FOR EMPLOYEES**

New York University (NYU) is committed to providing a safe environment for its Employees. Sexual Misconduct, Relationship Violence, and Stalking are emotionally and physically traumatic, and are a violation of one’s rights. There are many on-campus and community support services and resources available to help Employees.

Employees who have experienced Sexual Misconduct, Relationship Violence or Stalking are referred to as “Complainants.” Employees who are accused of Sexual Misconduct, Relationship Violence or Stalking are referred to as “Respondents.” This document provides resources and information for both Complainants and Respondents. This resource guide should be read in the context of the Sexual Misconduct, Relationship Violence, and Stalking Policy (the “Policy”) and capitalized terms in this guide are defined in the Policy.

Reasonable and appropriate protective measures are available for Complainants regardless of whether an investigation under the applicable procedures is pursued.

### **I. Emergency Medical, Law Enforcement, and Crisis Response Resources**

#### **A. Medical Assistance**

NYU encourages individuals to seek medical attention following an incident of Sexual Assault or Relationship Violence. Local medical providers can provide emergency and follow-up medical services to address physical well-being or health concerns and conduct forensic sexual assault examinations. A medical exam obtained from a **hospital or sexual assault response center** serves two purposes: first, to diagnose and treat the full extent of any injury or physical effect (sexually transmitted infection (STI) or possibility of pregnancy) and, second, to properly collect and preserve evidence. The exam may include testing and prophylactic treatment for HIV/AIDS, STIs, and pregnancy, a vaginal/anal examination, collection of fingernail scrapings and/or clippings, examination for injuries, and blood testing. There is a limited window of time (typically 72 to 96 hours) following an incident of sexual assault to preserve physical and other forms of evidence. Taking the step to gather evidence immediately does not commit an individual to any course of action. The decision to seek medical attention and gather any evidence will preserve the full range of options to seek resolution through NYU’s complaint processes or criminal action.

<b>Rape Crisis Centers (affiliated with hospitals)</b>	
<b>Bronx</b>	
North Central Bronx Hospital Sexual Assault Treatment Program 3424 Kossuth Avenue Bronx, NY 10467	Phone: (718) 519-5722 or (718) 519-3100
<b>Brooklyn</b>	
Coney Island Hospital Rape Crisis Program 2601 Ocean Parkway Brooklyn, NY 11235	Phone: (718) 616-4209 Hotline: (800) TEL-RAPE or (800) 835-7273

<p>New York Methodist Hospital  506 Sixth Street  Brooklyn, NY 11215  (not an official rape crisis center but can collect evidence and provide other emergency medical services)</p>	<p>Phone: (718) 780-3000</p>
<p><b>Manhattan</b></p>	
<p>Bellevue Hospital Center  Sexual Assault Response Team SAFE Center  462 First Avenue  CD Building, Ground Fl. #GA74  New York, NY 10016</p>	<p>Phone: (212) 562-3435 or (212) 562-3755</p>
<p>Beth Israel Medical Center  Rape Crisis &amp; Domestic Violence Intervention Program  Dept. of Social Work  317 East 17<sup>th</sup> Street  New York, NY 10003</p>	<p>Phone: (212) 420-4516</p>
<p>Harlem Hospital, R. 6111 MLK  Center for Victim Support SAFE Center  506 Lenox Avenue  New York, NY 10037</p>	<p>Phone: (212) 939-4609</p>
<p>Mount Sinai Sexual Assault and Violence Intervention (SAVI) Program  One Gustave Levy Place  Box 1670  New York, NY 10029</p>	<p>Phone: (212) 423-2146  Hotline: (212) 423-2140</p>
<p>New York-Presbyterian Hospital/Weill Cornell Medical Center  Dept. of Social Work  525 East 68<sup>th</sup> Street ,  Box 143  New York, NY 10021</p>	<p>(VIP) Victim Intervention Program  Phone: (212) 746-9414  SAFE Horizon  Hotline: (212) 577-7777</p>
<p>NYU Langone Medical Center  550 First Avenue  New York, NY 10016  (not an official rape crisis center but can collect evidence and provide other emergency medical services)</p>	<p>Phone: (212) 263-7300</p>
<p>St. Luke's-Roosevelt Hospital  Crime Victims Treatment Center  411 West 114<sup>th</sup> Street, Suite 2C  New York, NY 10025</p>	<p>Phone: (212) 523-4728</p>

<b>Queens</b>	
Elmhurst Hospital (SAVI) Sexual Assault And Violence Intervention Program 79-01 Broadway Elmhurst, NY 11373	Phone: (718) 736-1288 Hotline: (718) 334-1418
<b>Staten Island</b>	
Staten Island University Hospital 475 Seaview Avenue Staten Island, NY 10305	Safe Horizon Domestic Violence Hotline Phone: 1-800-621-HOPE (4673)
Rape Advocacy Agency, Staten Island Phone: (718) 720-2591	Safe Horizon (borough-wide) Phone: (212) 227-3000 (available 24 hours)

## **B. Law Enforcement**

As another high priority, NYU encourages all individuals to report Sexual Misconduct, Relationship Violence, Stalking, or potential criminal conduct by calling 911, the NYU Department of Public Safety, the New York Police Department or the police department or law enforcement agency in the applicable jurisdiction.

NYU's Public Safety Command Center, located at 7 Washington Place, is open 24 hours, seven days a week, with officers available to provide assistance in both emergency and non-emergency situations. For assistance, please call 212.998.2222. NYU Abu Dhabi and NYU Shanghai also have 24/7 Public Safety departments. NYU Shanghai Public Safety's hotline number is (86) 21 2059-5500. NYU Abu Dhabi Public Safety's hotline number is 00971 2 628 7777.

The New York Police Department can be reached by calling 911 or the NYPD Sex Crimes Hotline at (212) 267-7273. In New York, the University's Special Victim Liaison is available at the Public Safety Command Center and assists those who are considering reporting their experience to the police and/or a prosecutor's office as well as those who have already decided to do so. The University's Special Victim Liaison can be reached at (212) 992-6403 or at (917) 363-2880.

## **C. Crisis Response Resources (Emotional Support and Counseling)**

A Complainant or Respondent can obtain emotional support and counseling through the University's Employee Assistance Program (EAP). NYU's Employee Assistance Program (EAP) is administered in the U.S. by Carebridge Life Resources. Employees may speak with an experienced, Board-certified counselor 24 hours a day, 7 days a week, 365 days a year, by calling a counselor at 1-800-437-0911. An employee may also contact a Carebridge counselor by email at: [clientservice@carebridge.com](mailto:clientservice@carebridge.com).

Global employees may seek assistance through NYU's Global EAP, which is administered by AXA ICAS International. For contact information by location, please see below.

The services listed in this section are confidential in accordance with professional standards as is explained in the Policy.

### **1. Global Employee Assistance Programs (EAP) By Location – If calling from in Country.**

Location	Language(s)	Helpline Telephone Number – In country. Toll free.
Abu Dhabi	Arabic / English	800 044 0626
Accra	Arabic / English	800 044 0626
Berlin, Germany	German / English	0800 1800950
Buenos Aires, Argentina	Spanish / English	0800 555 7 555
Florence, Italy	Italian / English	800 780 303
London, UK	English	0800 072 7 072
Madrid, Spain	Spanish / English	900 71 33 20
Paris, France	French / English	0800 94 27 28
Prague, Czech Republic	Czech / English	800 311 216
Sydney, Australia	English	1300 360 364
Shanghai, China	Trad Chinese / Simple Chinese / English	800 810 6605/400 650 6605
Tel Aviv, Israel	English	03 02 1693
<b>ICASLifestyle Login details for NYU</b>		
Username: nyu Password: eap	<b>Wellness Coaching</b> is accessed through the helpline number but can also be accessed by this email address: <a href="mailto:askthecoach@icasworld.com">askthecoach@icasworld.com</a>	

**2. Global Employee Assistance Programs (EAP) By Location – If calling from out of the country.**

Location	Language(s)	Helpline Telephone Number – if calling from out of country
Abu Dhabi	Arabic / English	00 44 141 559 6459
Accra	Arabic / English	00 44 141 559 6459
Berlin, Germany	German / English	00 41 44 878 30 28
Buenos Aires, Argentina	Spanish / English	00 54 11 4788 5112
Florence, Italy	Italian / English	00 41 44 878 30 28
London, UK	English	00 44 141 559 6455
Madrid, Spain	Spanish / English	00 34 91 376 8339
Paris, France	French / English	00 33 1 730 166 67
Prague, Czech Republic	Czech / English	00 420 722 540 227
Sydney, Australia	English	0061 2 82 95 2292
Shanghai, China	Trad Chinese / Simple Chinese / English	00 86 010 6518 6966
Tel Aviv, Israel	English	00972 3 902 1693
<b>ICASLifestyle Login details for NYU</b>		
	<b>Wellness Coaching</b> is accessed through the helpline number but can also be accessed by this email address: <a href="mailto:askthecoach@icasworld.com">askthecoach@icasworld.com</a>	

Username: nyu	
Password: eap	

**II. Reporting Options**

All individuals are encouraged to seek the support of on and off campus resources, regardless of when or where the incident occurred. Trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to both a Complainant and a Respondent.

The following NYU offices/departments are designated as Reporting Options for Employees seeking to make a report of Sexual Misconduct, Relationship Violence or Stalking:

<b>Campus Resources &amp; Reporting Options</b>	
Title IX Coordinator – Office of Equal Opportunity	(212) 998-2352
Department of Public Safety	(212) 998-2222*
Human Resource Officer for the Relevant School or Department	Contact list available at: <a href="http://www.nyu.edu/eo">http://www.nyu.edu/eo</a>
	*indicates 24-hour number

**III. Orders of Protection**

An Order of Protection is a document issued by a public court which restricts a person from engaging in specified behaviors. For example, an Order of Protection can forbid a person from having any contact with the Complainant or his/her family or can require the person to stay away from the Complainant’s home, place of employment, or school. An Order of Protection also can require an individual not to assault, threaten, harass, or stalk the Complainant.

**NYU Assistance:** Upon request, in New York, the NYU’s Special Victims Liaison will accompany an Employee to the New York Police Department (NYPD), the Office of the District Attorney, Family Court or Family Justice Centers in Manhattan or Brooklyn. The Special Victims Liaison can assist an Employee in requesting an Order of Protection or a Temporary Restraining Order (TRO), but NYU cannot request an Order of Protection on behalf of a Complainant. While NYU is not responsible for the enforcement of an Order of Protection, which is issued by a court, it may take appropriate steps to separate the parties or take other action consistent with the Order of Protection. It is important to understand that while an Order of Protection places the other person on notice that he/she is not to engage in certain behaviors under the penalty of law, it is not a guarantee of a person’s safety. If the individual against whom the Order of Protection has been issued violates the Order, the Complainant should immediately call 911 and report it to the police. That person may be subject to arrest and/or additional criminal charges for violating the order. When an Order of Protection has been received by NYU, a copy of the order will be given to the Complainant or Respondent upon his/her request. The Special Victims Liaison is available to answer questions about an Order of Protection, including but not limited to questions regarding the Respondent’s responsibility to stay away from the Complainant and/or any other protected persons. NYU Public Safety officers are also available to assist in contacting local law enforcement in the event that an Order of Protection has been violated.

**Transferability:** Most Orders of Protection are afforded “Full Faith and Credit” in other states,

which means that the order may be enforced wherever the person protected by the order goes. States typically require that the person protect by the order register the order in the new state to make it effective in that jurisdiction.

In **New York**, an Order of Protection can be requested in one of two venues: Criminal Court and Civil/Family Court.

**a. Family/Civil Court:** Can issue an Order of Protection if the person seeking protection and the individual against whom the order is directed are:

- legally married;
- divorced;
- related by blood;
- have a child in common;
- or have been in an intimate relationship \*

(\* An intimate relationship does not necessarily mean a sexual relationship, but is more than just a casual acquaintance. This can include people who are or have been dating, or living together, and includes heterosexual and same-sex couples.)

**b. Criminal Court:** In New York, a criminal court can issue an Order of Protection regardless of the relationship between the person seeking protection and the person from whom protection is sought. In order to obtain an Order of Protection in Criminal Court, the person against whom protection is sought must have been arrested and there must be a Criminal Court case pending against him or her. The District Attorney’s Office will request an Order of Protection from the court on the Complainant’s behalf.

**In Abu Dhabi, Shanghai and Other Global Sites:** The availability of, and process for obtaining, an Order of Protection varies by nation. In Abu Dhabi and Shanghai, Employees can contact their respective Public Safety Departments for information and assistance.

**IV. New York City Resources:**

In addition or as alternatives to NYU support services and reporting options, Employees may seek help from a number of community agencies, some of which have statutorily protected confidentiality.

<b>Resources with access to confidential counseling</b>	
NYC Gay and Lesbian Anti-Violence Project	(212) 714-1141 *
Safe Horizon: Rape and Sexual Assault Hotline	(212) 227-3000 *
Safe Horizon: NYC Domestic Violence Hotline	(800) 621-4673 *
NYS Domestic and Sexual Violence Hotline	(800) 942-6906
<b>Non-confidential resources</b>	
NYC Alliance Against Sexual Assault	(212) 229-0345
NYS Crime Victim’s Board	(718) 923-4325
NYS Victim Information and Notification Everyday	(888) VINE-4NY or (888) 846-3469
Bronx DA’s Office	(718) 590-2000
Brooklyn DA’s Office	(718) 250-2000

Manhattan DA's Office	(212) 335-9000
Queens DA's Office	(718) 286-6000
	*indicates 24-hour number

## V. Education and Prevention Efforts at NYU

- **The University's Title IX website** is maintained by the Office of Equal Opportunity (OEO) at: <http://www.nyu.edu/titleix>.
- OEO offers several training courses on the topics of discrimination and harassment, as well as on Sexual Misconduct specifically. These courses include:
  - OEO 101: Preventing Harassment on Campus -- The first hour of this program presents an overview of discriminatory harassment. The second hour focuses on Sexual Harassment in the working and learning environments. Through an interactive discussion, participants gain awareness and develop strategies for recognizing and reporting discrimination and harassment. This two hour course is open to all NYU employees.
  - OEO 102: Preventing Harassment, Supervisor's Workshop --This workshop is an extension of the OEO 101 course designed specifically for supervisors. Supervisors play an important role in identifying and preventing harassment and discrimination in the workplace. NYU also holds supervisors to a heightened standard for reporting and responding to such issues. The workshop offers important information, with interactive discussion and case studies, specifically relating to the role of the supervisor. This 90 minute workshop is open to all NYU employees with supervisory responsibilities.
  - OEO120: Responding to Sexual Misconduct and Complying with Title IX -- This course provides an overview of Title IX of the Education Amendments of 1972 and NYU's resources and procedures in responding to allegations of Sexual Assault and Sexual Harassment. This course is encouraged and open to all NYU employees likely to receive complaints or learn of allegations of Sexual Misconduct.
- Information about preventing Sexual Assault, Sexual Harassment and other Sexual Misconduct is included in the **Campus Security Report** distributed on-line each year and available at the Department of Public Safety's Website: <http://www.nyu.edu/public.safety>.
- **"Safety Alerts"** are distributed as necessary to inform the community about safety- related issues, risk-reducing precautions, and sources of help and additional information.