CONFIDENTIALITY
Conversations with coordinators are kept as confidential as possible, but information about incidents of sexual misconduct must be shared with relevant administrators if the University needs to take action for reasons of community safety. In all cases, the wishes of the person initiating the conversation are given full consideration.

Students and employees should be aware that, with the exception of strictly confidential resources, all employees who become aware of conduct that might fall under this policy are required to notify the Title IX Coordinator with the names of the parties involved and the details of the report. Students who serve in an ongoing peer-advising role (such as Work Study) are also expected to share such reports with the Title IX Coordinator if they learn of an incident while working. If they learn of the incident outside the workplace, they are not required to report but are encouraged to follow the recommendations presented in bystander prevention training.

<table>
<thead>
<tr>
<th>UVU</th>
<th>Confidentiality Level*</th>
<th>Seeking Information &amp; Support</th>
<th>Obtaining Counseling</th>
<th>Seeking Informal Remedies*</th>
<th>Bringing a Formal Complaint*</th>
</tr>
</thead>
</table>
| Ethics Point  
http://www.uvu.edu/audit/concerns/ | Anonymous Reporting | | | | |
| Only Licensed Clinical Providers at Mental Health Services, Student Health Services  
(801) 863-8872 | Strictly Confidential | | | (provides advice & assistance) | (provides advice & assistance) |
| Only the Licensed Clinical, Turning Point  
(801) 863-7580 | Strictly Confidential | | | (provides advice & assistance) | (provides advice & assistance) |
| UVU Police  
(801) 863-5555  
Orem Police  
(801) 229-7070 | State Law Determines Level of Confidentiality Permitted | | | (provides advice & assistance) | (criminal/prosecution and/or referral to UVU Services) |
| Student Ombuds  
(801) 863-7287 | Mostly Confidential | | | | (provides advice & assistance) |
| Student Conduct Officer  
(801) 863-8665 | Mostly Confidential | | (provides referral) | | |
| Title IX Coordinator  
(801) 863-7590 | Mostly Confidential | | (provides referral) | | |
| Deputy Title IX Coordinators:  
Senior Associate Athletic Director  
(801) 863-8254  
Human Resources, Director Employee Services  
(801) 863-5360  
Associate Vice President, Academic Administration  
(801) 863-8517  
Assistant Director, Multicultural Center  
(LGBT)  
(801) 863-7194 | Mostly Confidential | | (provides referral) | (provides referral) | (provides referral) |
*STRICKTLY CONFIDENTIAL:
These conversations are all confidential and can be anonymous. Except in rare, extreme circumstances as dictated, by law, nothing will be shared without your explicit permission unless a minor is involved or there is an imminent danger to the student or to others.

*MOSTLY CONFIDENTIAL:
These conversations are kept as confidential as possible, but information about incidents of sexual misconduct must be shared with relevant administrators and the Title IX Coordinator, and in some cases law enforcement must be notified so the University can take action if necessary for reasons of safety. In planning any response, the wishes of the individual are given full consideration. Whether the report is from a student, employee, or a third party, university employees must share that information with the appropriate University authorities for investigation and follow-up.

*CONFIDENTIALITY LIMITED BY STATE LAW:
At the UVU Police department, exploratory conversations are confidential. You can meet with a detective or officer to make a report without immediately triggering a full scale investigation. You can learn more about the process, meet the people involved, and make an informed decision. Police reports, with identifying information redacted, may be available to the public upon request.

SEEKING INFORMAL OR INTERIM REMEDIES
Examples of informal remedies include: shielding a student from ongoing contact with an individual; taking that individual out of a class or issuing an administrative no-contact order; assigning an individual to a different lab or other clinical setting; asking an administrative authority to speak to the individual to express serious concern about a behavior; reminding the individual of policies and definitions relating to sexual misconduct; offering counseling targeted to addressing sexual aggression; and reorganizing housing assignments so that students can feel safer. Choosing informal remedies initially, does not prevent choosing to file a formal complaint at a later time.

BRINGING A FORMAL COMPLAINT
If you were assaulted by a student, you can report the incident to the Student Conduct Office 801-863-8665, which adjudicates violations of the Student Code of Conduct. The student Conduct Office is responsible for ensuring that students comply with university policy. When allegations of sexual violence or misconduct are brought, the Director of Student Conduct, with oversight by the Title IX Coordinator will investigate the reports. If the Respondent is found to have violated the Code of Conduct, the Director will either impose sanctions or conduct a hearing where charges of misconduct are adjudicated by the University Hearing Board (comprised of faculty, staff, and students) and serious sanctions will be issued to help ensure such actions are not repeated. Sanctions may include but are not limited to: no-contact directives, educational mandates, suspensions or dismissals form the University. The Director can also help with class or housing arrangements to limit contact between the parties.

Note: If you were assaulted while under the influence, UVU protects complainants by not charging them with drug or alcohol violations under the Student Code of Conduct.

If you were assaulted by a faculty or staff member, you should contact the Director of Employment Services in Human Resources or the University Title IX Coordinator who will investigate infractions of University policy and violations of Title IX. Any student or visitor with
questions or concerns about sex discrimination, harassment, sexual assault, or retaliation may contact the Title IX Coordinator.

**CRIMINAL INVESTIGATION/PROSECUTION**

UVU encourages reporting to the police at the earliest possibility; but even if a victim chooses not to report immediately, a report can be made later. Reporting an assault is not the same as pressing charges and does not mean you have to go to court. At the UVU Police department, you can meet a detective or officer to make a report without immediately triggering a full scale investigation. You can learn more about the process, meet the people involved, and make an informed decision.

If you make the decision to press charges, an investigation will occur and the prosecuting City or County Attorney’s Office will review the case and determine whether or not to file charges in the matter. Investigations can take several weeks and/or months to complete before a decision is made about whether or not to file charges. If charges are filed, the prosecuting attorney will assign a victim-advocate who will keep you notified of the case and assist you throughout the process. For more information about reporting a sexual assault to the police, visit www.uvu.edu/police.

---

The Director for Equal Opportunity and Affirmative Action serves as the University’s Title IX Coordinator, whose primary task is to ensure compliance with federal Title IX regulations regarding gender discrimination and complaint resolution. Please contact:

Laura Carlson  
Acting Director, Affirmative Action/Equal Opportunity  
Title IX Coordinator  
800 W University Avenue  
BA 203a  
Orem, UT 84058  
TEL: 801-863-7590  
FAX: 801-863-5587  
Email: lcarlson@uvu.edu