

## Vanderbilt University Sexual Misconduct and Other Forms of Power-Based Personal Violence and Campus SaVE Act Support and Resource Information

Vanderbilt University seeks to maintain a safe and healthy environment for faculty, staff, house staff, and postdoctoral fellows and trainees. We take reports of sexual misconduct and other forms of power-based personal violence seriously, and how we respond depends on, among other things, the facts and circumstances of the specific incident, to whom it was reported, and the University's obligations under applicable federal and state laws and regulations. The policies governing our investigative and accountability processes include the Sexual Misconduct and Other Forms of Power-Based Personal Violence Policy available in the Student Handbook, available at [www.vanderbilt.edu/student\\_handbook](http://www.vanderbilt.edu/student_handbook), and the Campus SaVE Act Policy for Faculty, Staff, House Staff, Postdoctoral Fellows or Trainees, available at <http://www.vanderbilt.edu/ead/saveact.html>. Vanderbilt policies forbidding sexual harassment are also found in the Faculty Handbook and in the Human Resources Anti-Harassment Policy. Information about support services is outlined in more detail below.

	Information about Resources	Support	Obtaining Counseling	Interim Accommodations*	Filing a Complaint**	Confidentiality Level***
<b>EAD</b> (615) 322-4705	Yes	Refers	Refers	Coordinates	Yes	Private
<b>Human Resources</b> (615) 343-7000	Yes	Refers	No	Yes	No	Private
<b>Project Safe</b> (615) 322-7233	Yes	Yes	Assists	Coordinates	Assists	Private
<b>Protection of Minors</b> (615) 936-0660	No	No	No	No	Yes	Private
<b>VUPD</b> (615) 322-2745 (615) 421-1911 (Emergency)	Refers	Refers	Refers	Refers	Yes	Not Confidential
<b>Employee Assistance Program</b> <b>Faculty/Physician</b> <b>Wellness/Nurse Wellness</b> (615) 936-1327	Yes	Yes	Yes	No	No	Confidential
<b>Office of LGBTQI Life</b> (615) 322-3330	Yes	Refers	Refers	Refers	Refers	Private

**\*INTERIM ACCOMMODATIONS:** Some examples of interim accommodations include administrative leave and work schedule changes.

**\*\*FILING A COMPLAINT:** Filing a complaint with VUPD may lead to a criminal investigation and prosecution by the Metropolitan Nashville Police Department. Filing a complaint with the EAD will lead to an investigation and may result in disciplinary outcomes, including termination of employment. An employee may file a complaint with VUPD, the EAD, or both, and the criminal and EAD processes may occur simultaneously.

**\*\*\*CONFIDENTIALITY LEVEL**

**CONFIDENTIAL:** Conversations are confidential. Except in rare and extreme circumstances, nothing will be shared without your explicit permission.

**PRIVATE:** Conversations are kept private to the extent possible, but information about incidents of sexual misconduct and other forms of power-based personal violence and abuse of minors must be shared with relevant administrators and the Title IX Coordinator so that the University can take action, if necessary, for reasons of safety. In planning any response, the Title IX Coordinator will consider the interests of the victim and the University's commitment to a safe and nondiscriminatory environment for all members of the University community.

**NOT CONFIDENTIAL:** Police reports are maintained at the Metropolitan Nashville Police Department Central Records Division and are subject to provisions of the Tennessee Open Records Act. As long as the investigation is open and ongoing, reports are not released.

*If you or someone you know has been the victim of sexual misconduct or another form of power-based personal violence, you can call the 24-hour Project Safe Hotline at 615-322-SAFE (7233) or the Vanderbilt University Police Department Emergency Line at 911 or 421-1911.*