



## TITLE IX SEXUAL MISCONDUCT, NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

(July 22, 2016)

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The University of New England ("the University") is committed to maintaining a fair and respectful environment for living, work and study. To that end, and in accordance with federal and state law, and University policy, the University prohibits any member of the faculty, staff, administration, trustees, student body, vendors, volunteers or visitors to campus, whether they be guests, patrons, independent contractors, or clients, from harassing and/or discriminating against any other member of the University community because of that person's race, sex, sexual orientation, gender identity and expression, ethnicity or national origin, religion, age, creed, color genetic information, physical or mental disability, HIV status, or status as a veteran. All substantiated incidents of harassment discrimination and sexual misconduct, including sexual assault, dating violence, domestic violence and stalking will be met with appropriate disciplinary action, up to and including dismissal from the University.

### TITLE IX COORDINATOR/ DEPUTY TITLE IX COORDINATORS

The Title IX Coordinator is the individual designated by the President with responsibility for providing education and training about discrimination, harassment and sexual misconduct, including sexual assault, dating violence, domestic violence or stalking to the University community and for receiving and investigating reports and complaints of discrimination, harassment and sexual misconduct in accordance with this policy. The **Title IX Coordinator** is Angela Shambarger, 207-221-4554 or [ashambarger@une.edu](mailto:ashambarger@une.edu). You may also contact one of the **Deputy Title IX Coordinators**: Jennifer DeBurro, Assistant Vice President for Student Affairs, 207-602-2372, [jdeburro@une.edu](mailto:jdeburro@une.edu), Ray Handy, Assistant Dean of Students, Graduate and Professional Student Affairs at 207-221-4213 or [rhandy@une.edu](mailto:rhandy@une.edu), Joan Howard, Assistant Director of Athletics for Compliance and Senior Women's Athletic Administrator at 207-602-2629 or [jhoward@une.edu](mailto:jhoward@une.edu), Janna Merritt, Assistant Director of Human Resources, 207-602-2281 or [jmerritt2@une.edu](mailto:jmerritt2@une.edu), or Ed Doyle, Associate Director of Human Resources, 207-221-4307 or [edoyle1@une.edu](mailto:edoyle1@une.edu). In addition, **Student Counseling Services** may be reached at 207-602-2549 on the Biddeford campus and 207-221-4550 on the Portland campus. **In case of an emergency** dial 366 from any campus phone for both the Portland and the Biddeford campus. Dial 207-283-0176 from any non-campus phone. Local Law enforcement can be reached by dialing 911

All complaints of sexual misconduct, discrimination and/or harassment under this policy should be made to the Title IX Coordinator or a Deputy Title IX Coordinator. This includes complaints concerning administrators, trustees, supervisors, employees, staff, faculty, vendors, volunteers, students, athletes, and visitors.

The Title IX Coordinator/ Deputy Title IX Coordinators will: (1) provide oversight of any

investigation of claims of sexual misconduct, harassment or discrimination in violation of this policy; (2) be available to assist any individual to access the resources of the University or the community in the event of any complaint under this policy; (3) assist anyone who wishes to report a crime to local law enforcement; (4) be responsible for all training and education programs and monitoring the campus climate with regard to sexual misconduct, harassment and discrimination; and (5) complete required annual reports to government agencies.

## **NON-DISCRIMINATION AND EQUAL OPPORTUNITY**

Consistent with federal and state law and University policy, the University of New England is committed to the fundamental concept of equal opportunity for all of the members of the University community. The university prohibits and will not tolerate discrimination in employment, the provision of academic services or in any other area of University life based on race, color, sex, physical or mental disability, religion, age, ancestry, national origin, sexual orientation, gender identity, gender expression, ethnicity, genetic information, HIV status, or status as a veteran. Prohibited bias factors will not be permitted to have an adverse influence upon decisions regarding students, employees, applicants for admission, applicants for employment, contractors, volunteers or participants in and/or users of institutional programs, services, and activities.

This policy is enforced by Federal Law under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973. It is also enforced under Maine law through the Maine Human Rights Act at 5 M.R.S.A. section 4551 et. Seq. Inquiries regarding compliance with these statutes may be directed to the Executive Director of Human Resources, UNE, 11 Hills Beach Road, Biddeford, ME 04005, 207-602-2339 or to the Director, Office of Civil Rights, Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, (617) 289-0111 or the Maine Human Rights Commission, 51 State House Station, Augusta, ME 04333-0051, (207) 624-6290.

Every member of this university community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. Every student of this institution has a responsibility to conduct himself/herself in accordance with this policy as a condition of enrollment. Further, every University employee has an obligation to observe UNE policies in implementation of federal and state law as a term of employment.

Merit and productivity, free from prohibited bias, will continue to guide decisions relating to employment and enrollment. No person will be penalized for good faith utilization of channels available for resolving concerns dealing with prohibited sexual misconduct, harassment or discrimination.

In addition, this policy specifically prohibits any and all forms of sexual or gender based harassment, and all forms of sexual misconduct, including sexual assault, dating violence, domestic violence and stalking.

## **DEFINITIONS**

### **DISCRIMINATORY HARASSMENT**

At the University of New England, discriminatory harassment is defined as:

Unwelcome verbal or physical conduct based on race, sex, sexual orientation, gender identity or gender expression, ethnicity or national origin, religion, age, creed, color, genetic information, physical or mental disability, HIV status, or status as a veteran, when:

- Such conduct has the purpose or effect of unreasonably interfering with the individual's work or educational performance;
- Such conduct creates or has the intention of creating an intimidating, hostile, or offensive working and/or learning environment; or
- Such conduct unreasonably interferes with or limits one's ability to participate in or benefit from an educational program or activity.

### **SEXUAL HARASSMENT**

Pursuant to the Maine Human Rights Act, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, "sexual harassment" is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature, when:

- a. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment or status in a course, program or activity;
- b. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
- c. Such conduct has the purpose or effect:
  - of interfering with the individual's work or educational performance;
  - of creating an intimidating, hostile, or offensive working and/or learning environment; or
  - of interfering with or limiting one's ability to participate in or benefit from an educational program or activity.

Examples of sexual harassment may include, but are not limited to the following:

- a. Physical assault, and/or physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the use of drugs or alcohol, or due to an intellectual or other disability. This includes rape, sexual assault, sexual battery and any form of sexual coercion.
- b. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, compensation, promotion, grades, or letters of recommendation.
- c. Sexual advances, physical or implied, or direct propositions of a sexual nature. This activity may include inappropriate/unnecessary touching or rubbing against another, sexually suggestive or degrading jokes or comments, remarks of a sexual nature about one's clothing and/or body, preferential treatment in exchange for sexual activity, and the inappropriate display of sexually explicit pictures, text, printed materials, or objects that do not serve an academic purpose.
- d. A pattern of conduct, which can be subtle in nature that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliating another.

- e. Remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history that do not serve a medical or academic purpose.

Sexual harassment can occur regardless of the relationship, position or respective sex of the parties. Same sex harassment violates this policy as does harassment by a student of a faculty member or a subordinate employee of his/her supervisor.

## **SEXUAL MISCONDUCT**

### A. Sexual Assault or Sexual Violence

Sexual Assault is having or attempting to have sexual intercourse with another individual, including: (1) by use of force or threat; (2) without effective consent; or (3) where the individual is incapacitated or physically or mentally unable to make informed or reasonable judgments. For purposes of this definition, sexual intercourse includes vaginal, anal or oral penetration, no matter how slight, with any body part or object, or oral penetration involving any form of mouth to genital contact. For purposes of these regulations, Sexual Assault includes rape, fondling, incest or statutory rape as those crimes are defined by the FBI Uniform Crime Reporting Program This definition conforms to the FBI's Uniform Crime Report and Clery Act definition and also conforms to the definition of rape under Maine law.

### B. Non-Consensual Sexual Contact (includes "Fondling")

Non-Consensual Sexual Contact is contact with the intimate parts of another individual for the purposes of sexual gratification through the (1) use of threat or force, (2) without effective consent or (3) where the individual is incapacitated or physically or mentally unable to make informed, reasonable judgments.

### C. Sexual Exploitation

Sexual Exploitation is taking non-consensual or abusive sexual advantage of another for one's own benefit or the benefit of anyone other than the individual being exploited. Sexual exploitation may include but is not limited to: (1) secretly observing the sexual actions of another or allowing others to secretly observe the sexual activity without the knowledge or consent of the other party; (2) sharing visual images, audio recordings, videos of another individual without consent; (3) causing an individual to prostitute him or herself through force, intimidation or coercion; (4) knowingly exposing another individual to a sexually transmitted disease without their knowledge.

### D. Dating Violence

Dating Violence is violence by a person who has been in a romantic or intimate relationship with the Complainant. The determination of whether there was a "social relationship of a romantic or intimate nature" is based on the Complainant's characterization of the relationship, the length and type of the relationship and the frequency of interaction between the parties. The use of terms such as "hooking up" or "hanging out" instead of dating is not determinative. Emotional and psychological abuse are not encompassed in this definition. Dating violence also does not include

incidents of Domestic Violence.

#### E. Domestic Violence

Domestic Violence includes asserted violent misdemeanor and felony offenses committed by the Complainant's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law or anyone else protected under domestic or family violence law.

#### F. Stalking

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his or another's safety, or to suffer substantial emotional distress. "Course of conduct" means two or more acts, including but not limited to acts in which the stalker directly or indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property. "Reasonable person" means person under similar circumstances and with similar identities with the Complainant. "Substantial emotional distress" means a significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

#### G. Consent:

Consent is the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter.

Consent given at the start of sexual activity may not be understood to apply to each individual sexual action during the encounter.

Each party must clearly consent to each act during the sexual encounter.

Consent may not be inferred from silence.

Consent is not voluntary if it is induced by force, threat or deception.

An individual who is incapacitated by drugs or alcohol, who is asleep, blacked out, including a "functional blackout", or unconscious or otherwise physically or mentally incapacitated is not capable of consent and consent may never be assumed

Acts of sexual misconduct and the failure to obtain consent are never excused by incapacitation because of drug or alcohol consumption.

Consent may be withdrawn at any time and if it is, sexual activity of any kind must stop.

Consent to one form of sexual activity does not constitute consent to all forms of sexual activity, and consent to sexual activity with one person does not equal consent to engage in sexual activity with anyone else.

Maine law on consent: Minors who are 14 or 15 cannot legally consent to sexual activity if the other party is at least 5 years older. Minors under 14 can never legally consent to sexual activity. Such sexual acts are felonies under Maine law.

## SCOPE

### APPLICABILITY

The University's Sexual Misconduct, Non-Discrimination and Anti-Harassment Policy applies to all faculty, Trustees, staff, administration, supervisors, employees, the student body, athletes, vendors, volunteers and visitors to campus. This includes guests, patrons, independent contractors, or clients of the University of New England. This Policy prohibits sexual misconduct, sexual harassment and discrimination in any University education program or activity, which means all academic, educational, extracurricular, athletic and other programs.

### OFF CAMPUS PROGRAMS

Off –campus programs and activities are covered by this policy and include, but are not limited to, study abroad programs, internships, participation in affiliated programs, clinical programs, student teaching, and applied learning, such as but not limited to, on-line course experiences. Faculty, staff, administration, supervisors, employees, volunteers and students who feel that they have experienced sexual misconduct, including sexual assault, dating violence, domestic violence or stalking, discrimination and/or harassment while participating in off-campus programs and activities should immediately report such incidents to the program director, Student Affairs, and the Title IX Coordinator. Non-University visitors, guests, patrons, independent contractors or clients who fail to address sexual misconduct, discrimination and/or harassment of administrators, faculty, staff, supervisors, volunteers, students or employees by their personnel which they knew about or should have known about may be subjected to whatever sanctions the relationship of the guest, client, vendor, organization, contractor or business to the University permits.

### EMPLOYMENT DECISIONS

This policy is not meant to address differences in opinion regarding validity of employment determinations such as salary recommendations, promotion and tenure decisions, performance evaluations, hiring decisions, job classification decisions, transfers or reassignments, termination or layoff because of lack of work or elimination of a position, and normal supervisory counseling. Furthermore, this policy does not intend to address behaviors that do not constitute sexual misconduct, discrimination or harassment. Offensive workplace behavior that does not violate this policy should be addressed to the appropriate supervisor and the Executive Director of Human Resources.

### ACADEMIC FREEDOM AND FREEDOM OF EXPRESSION

The University is committed to protecting, maintaining and encouraging both freedom of expression and the academic freedom of inquiry, teaching, service, and research. However, these freedoms come with a responsibility that all members of the education community benefit from these freedoms without intimidation. In recognition and support of academic freedom for faculty in the pursuit of teaching, academic freedom and freedom of expression shall be strongly considered in investigating and reviewing complaints and reports of discrimination, harassment or sexual misconduct. However, raising issues of academic freedom and freedom of expression will not

excuse behavior that constitutes a violation of the law or the University's Sexual Misconduct, Non-Discrimination and Anti-Harassment Policy.

#### RESPONSIBILITY OF SUPERVISORS AND OTHERS IN POSITIONS OF AUTHORITY

No individual who is in a position of authority over another, either in the employment or educational context, has the authority to discriminate against, harass or engage in acts of sexual misconduct by virtue of his or her role. The University does not in any way, expressly or impliedly; condone sexual misconduct, including sexual assault, dating violence, domestic violence or stalking, discrimination or harassment by any employee or person in a position of authority, including an administrator, or a supervisor. Furthermore, a supervisor, administrator, or person in a position of authority who does not appropriately handle reports or incidents of sexual misconduct, discrimination and/or harassment, or who does not report incidents about which he/she becomes aware to the Title IX Coordinator may be subject to disciplinary action. All members of the University community including students, contract vendors, trustees, employees and others should report any sexual misconduct, discrimination and/or harassment that they experience and/or observe to the Title IX Coordinator. No UNE community member should assume that an official of the University of New England knows about any particular situation of concern involving sexual misconduct, discrimination or harassment. All incidents must be reported to the Title IX Coordinator.

#### RESPONSIBLE EMPLOYEES

Any employee of the University who is responsible in any way for student welfare, or who a student could reasonably believe is responsible for student welfare, and who is not by law, licensure or University regulation designated as a confidential resource, must forward any report of discrimination, harassment or sexual misconduct to the Title IX Coordinator or a Deputy Title IX Coordinator as soon as possible after receiving it. This definition of "responsible employee" includes faculty, coaches, administrators, security officers, advisors, staff, RAs and other student employees involved in promoting student welfare.

If a responsible employee receives a complaint, before hearing it fully, the responsible employee should be clear with the Complainant that (1) they are not a confidential resource, if they are not so designated, and (2) they are obligated to report any incident to the Title IX Coordinator.

#### CONSENSUAL RELATIONSHIPS IN REGARD TO SEXUAL MISCONDUCT/SEXUAL HARASSMENT

When one party has a professional relationship toward the other, or stands in a position of authority over the other, even an apparently consensual sexual relationship may lead to sexual harassment or other breaches of professional obligations. For the personal protection of all members of the UNE community, the University strongly discourages all relationships where such a power differential exists. Consensual romantic or sexual relationships in which one party maintains a direct supervisory and/or evaluative role over the other party constitute a conflict of interest both intrinsic to the relationship and may be perceived by others as preferential. Therefore, the University requires that persons with direct supervisory and/or evaluative responsibilities who are involved in such romantic or sexual relationships act immediately to remove themselves from any decision making regarding the individual in the lesser power position including but not limited to grading, evaluating, supervising, or in any way influencing any of the terms or conditions of that individual's education and/or position of employment, and bring the existence of the relationship to the attention of their senior administrator in a timely fashion. The notification will likely result in the

necessity to remove the employee from the supervisory or evaluative responsibilities or to shift the individual out of being supervised or evaluated by the person with whom the individual is in the consenting relationship. Failure to self-report such relationships can result in disciplinary action.

## **REPORTING OF COMPLAINTS OF SEXUAL MISCONDUCT, HARASSMENT OR DISCRIMINATION**

The **Title IX Coordinator** for the University of New England is Angela Shambarger, 207-221-4554, [ashambarger@une.edu](mailto:ashambarger@une.edu), Human Resources Office, Both Campuses, 11 Hills Beach Road, Biddeford, ME 04005 and 716 Stevens Avenue, Portland, Maine.

The **Deputy Title IX Coordinators** are (1) Jennifer DeBurro, Assistant Vice President for Student Affairs, 207-602-2372, [jdeburro@une.edu](mailto:jdeburro@une.edu), (2) Ray Handy, the Assistant Dean of Students, Graduate and Professional Student Affairs: 207-221-4213, [rhandy@une.edu](mailto:rhandy@une.edu), (3) Joan Howard, Assistant Director of Athletics for Compliance and Senior Women's Athletic Administrator, 207-602-2629, [johoward@une.edu](mailto:johoward@une.edu), (4) Janna Merritt, Assistant Director of Human Resources, 207-602-2281, [jmerritt2@une.edu](mailto:jmerritt2@une.edu), or (5) Ed Doyle, Associate Director of Human Resources, 207-221-4307, [edoyle1@une.edu](mailto:edoyle1@une.edu).

**Student Counseling Services** for the University of New England.

**Confidential Victim Advocates** in Counseling Services:

Anne Barton, (207) 221-4292

For general Counseling Services support: Biddeford Campus: (207) 602-2549/toll-free 1-866-743-2230, or on the Portland Campus: (207) 221-4550 or toll-free: 1-866-798-9201.

<http://www.une.edu/studentlife/counseling>

In case of **emergency**, University Safety and Security for both the Portland and Biddeford campuses may be reached by **dialing 366** from any campus phone and by dialing (207) 283-0176 from any non-campus phone. In all emergencies, 911 can be dialed from any on-campus phone to reach local law enforcement or emergency medical services. University Safety and Security can also assist a student in reaching local emergency services.

In non-emergency situations, University Safety and Security may be reached at: (207) 602-2298.

Anyone who reports an incident of sexual misconduct, including sexual assault, dating violence, domestic violence, or stalking, harassment or discrimination will be assisted in understanding their reporting options and will not be forced to make any type of report with which they are uncomfortable.

### **Complaints Involving Alcohol or the Use of Controlled Substances**

The seriousness of sexual misconduct is a major concern and the University does not want circumstances to inhibit the reporting of sexual misconduct. Whenever possible, the university will respond educationally rather than punitively to the illegal use of drugs and/or alcohol by the



Complainant during an incident.

The use of alcohol and/or drugs by either party will not diminish the accused individual's responsibility. However, alcohol and/or drug use may affect the memory of involved parties and may affect the outcome of the complaint.

### **TIMELINE FOR REPORTING AND CONFIDENTIALITY**

Complaints and reports of discrimination, sexual misconduct, including sexual assault, dating violence, domestic violence or stalking, and/or sexual harassment should be reported as soon as possible after the incident(s) in order to be most effectively investigated. All reports and complaints of discrimination, sexual misconduct, and/or harassment will be promptly investigated and appropriate action will be taken as expeditiously as possible. The University will make all reasonable efforts to protect the rights of both the Complainant and the Respondent. The University will respect the privacy of the Complainant, the individual(s) against whom the complaint is filed, and the witnesses in a manner consistent with the University's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations required by law.

The University will, whenever possible, honor a request by the Complainant for confidentiality. Any request for confidentiality must be balanced against the University's obligation to provide a safe and non-discriminatory environment for the entire University community. The University may also be severely limited in its ability to take action against a Charged Student if strict confidentiality is maintained. The Title IX Coordinator, the Director of Student Conduct and the Director of Safety and Security shall be responsible for evaluating all requests for confidentiality and will consider the severity of the alleged conduct, the ages of the parties, any pattern of misconduct and the rights of the Charged Student.

In any case where a complaint discloses a serious, immediate or continuing threat to others in the University community, the University will issue a campus wide alert. However, such an alert shall not contain any identifying information about the Complainant. In addition, no information about the Complainant will be released to the public in any fashion without the consent of the Complainant.

The University reserves the right to investigate and resolve a complaint or report of discrimination, sexual misconduct and/or harassment regardless of whether the Complainant ultimately desires the University to pursue the complaint. In such cases, the parties shall be informed of the status of the investigation at reasonable times until the University's final disposition of the investigation.

### **FALSE CLAIMS**

To make deliberate false accusations of discrimination, sexual misconduct or harassment violates this policy. In such instances, the Complainant will be subject to disciplinary action. The level of discipline will depend on the severity of the false claim and may include, but is not limited to, probation, suspension, expulsion or termination.

Failure to prove a claim of discrimination, sexual misconduct, or harassment does not constitute

proof of a false and/or malicious accusation.

## **RETALIATION**

UNE adheres to a strict no retaliation policy. Retaliation will not be tolerated. All students, administrators, faculty or staff who ask questions about any of these policies or who report a possible violation of one of these policies are protected against retaliation. If you have raised a question or reported a violation and think that you are a victim of retaliation for having done so, please contact the Title IX Coordinator or one of the Deputy Title IX Coordinators as soon as possible.

## **SANCTIONS FOR VIOLATION OF THIS POLICY**

Any student found responsible for violating the policies on Non-Consensual Sexual Contact, or Stalking will likely receive a sanction ranging from probation to expulsion, depending on the severity of the incident and taking into account any previous campus conduct code violations.

Any student found responsible for violating the policies on Sexual Assault, Dating Violence, or Domestic Violence will likely face a recommended sanction of suspension or expulsion.

Any student found responsible for violating the policy on Sexual Exploitation, or Sexual Harassment will likely receive a recommended sanction ranging from warning to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.

The conduct body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating or aggravating circumstances. Neither the initial hearing officers nor the Appeal Officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

## **RESOURCES FOR HELP WITH COMPLAINTS OF SEXUAL MISCONDUCT**

In the event that a student experiences sexual misconduct in any form they should treat it seriously and tell someone. There are long-term effects, even if the immediate effects may not appear obvious. Help is important. Which service one starts with is not important. Each service is designed to address the specific concerns of a situation. These resources are not isolated, but cooperate to provide a web of support for the student who has experienced sexual misconduct. After the first contact, there is help for deciding who else might be of assistance.

If you or a friend experience sexual misconduct, including sexual assault, dating violence, domestic violence or stalking, on or off campus, and have questions or need help, contact any of these resources below:

The Title IX Coordinator for the University of New England is Angela Shambarger, 207-602-2372, [ashambarger@une.edu](mailto:ashambarger@une.edu), 11 Hills Beach Road, Biddeford, ME 04005.

The Deputy Title IX Coordinators are (1) Jennifer DeBurro, Assistant Vice President for Student

Affairs, 207-602-2372, [jdeburro@une.edu](mailto:jdeburro@une.edu), (2) Ray Handy, the Assistant Dean of Students, Graduate and Professional Student Affairs: 207-221-4213, [rhandy@une.edu](mailto:rhandy@une.edu), (3) Joan Howard, Assistant Director of Athletics for Compliance and Senior Women's Athletic Administrator, 207-602-2629, [johoward@une.edu](mailto:johoward@une.edu), (4) Janna Merritt, Assistant Director of Human Resources, 207-602-2281, [jmerritt2@une.edu](mailto:jmerritt2@une.edu), or (5) Ed Doyle, Associate Director of Human Resources, 207-221-4307, [edoyle1@une.edu](mailto:edoyle1@une.edu).

Student Counseling Services for the University of New England: Biddeford Campus: 207-602-2549/toll free: 1-866-743-2230, or on the Portland Campus: 207- 221- 4550 or toll free: 1-866-798-9201., <http://www.une.edu/studentlife/counseling>

Confidential Victim Advocates in Counseling Services:  
Anne Barton, 207-221-4292

In case of emergency, University Safety and Security for both the Portland and Biddeford campuses may be reached by **dialing 366** from any campus phone and by dialing (207) 283 -0176 from any non-campus phone. In all emergencies, 911 can be dialed from any on-campus phone to reach local law enforcement or emergency medical services. University Safety and Security can also assist a student in reaching local emergency services.

In non-emergency situations, University Safety and Security may be reached at: (207) 602-2298.

Police Department (911) or Department of Safety and Security (ext. 366)

Any victim of sexual misconduct should contact the Police Department or Department of Safety and Security for assistance in obtaining medical attention and to initiate investigation of the crime. Those Departments can summon medical resources and criminal investigators, act as a liaison with local law enforcement, County Attorney, and Victim/Witness Advocate, and provide referral and advice regarding university and community resources. The University will make reasonable efforts to protect and secure the victim's rights and the victim will have input into the course of the investigation.

Hospital Emergency Department

*Southern Maine Medical Center at (207) 283-7100 or Maine Medical Center at (207) 662-2381*

These health care units can provide immediate medical care, STD (sexually transmitted disease) testing and pregnancy testing and prevention. The successful prosecution of sexual assault/rape cases often depends on physical evidence collected soon after the assault. Each hospital has health care providers trained to treat sexual assault/rape victims with attention to collecting physical evidence. To assure the best chance of successful prosecution, the victim is advised not to wash or change clothes prior to seeking immediate medical treatment.

Student Health Care

*(207) 602-2358 (BC) or (207) 221-4242 (PC)*

During routine Health Center hours, staff can provide immediate emergency and ongoing medical care, STD (sexually transmitted disease) testing, and pregnancy testing and prevention. With the victim's consent, they will make arrangements with local hospitals, municipal Police Departments and Campus Safety and Security for transportation and medical protocol used to provide evidence for prosecution. They will also provide referral and advice regarding campus and community

resources.

Housing and Residence/Commuter Life Staff (Resident Advisor or Professional Staff)  
*Individual R.A. extension or (207) 602-2272 (BC) for Housing* They can provide immediate support and response, make arrangements as necessary for emergency services, provide advice regarding university and community resources, and provide intervention to assure safety.

The Vice President for Student Engagement (VPSE) and/or Assistant Dean(s) of Students  
*(207) 602-2372 (BC) or (207) 221-4212 (PC)*

Pastoral Support

The Student Affairs Office (207) 602-2372 (BC) or (207) 221-4212 (PC) serves as a resource to help with referrals to campus/community pastoral resources.

Planned Parenthood of Maine

*(207) 282-6620 or 1-800-230-7526*

Can provide information about emergency contraception and information about sexually transmitted diseases.

Sexual Assault Response Services of Southern Maine

*24 Hours: 1-800-313-9900 or 774-3613*

Provides confidential hotline counseling and referral for victims of sexual misconduct. They may accompany you to a medical facility and stay with you during an examination if you wish.

Court-Affiliated Resources

York County Victims/Witness Coordinator, (207) 324-8001.

Victim Advocate, Cumberland County, (207) 871-8384

Victim Advocate, Biddeford District Court, (207) 282-3006.

Provides information and support for victims of sexual misconduct as the case is prosecuted through the court system.

Intercultural Student Engagement

*Biddeford Campus*

44 Decary Hall (207) 602- 2461

*Portland Campus*

02 Proctor Hall (207) 221-4212

Multicultural Web:

<http://www.une.edu/ise> LGBTQ Web:

<http://www.une.edu/ise/lgbtq-services>

This office can help connect students to resources and support.