

Bystander Intervention

If you see bad behavior escalating toward relationship violence (gender-based violence), here are some things you might do to intervene:

Remember staying safe should be your top priority.

If things are getting out of hand, call campus police or local law enforcement.

When possible, approach in a non-confrontational manner so as to avoid escalating the situation.

Be creative — do something to simply stop the interaction: interject yourself into a conversation when someone seems unsafe, turn off music that might be dimming out verbal argument, etc.

Avoid using violence.

Be honest and direct whenever possible.

Ask if the person needs help.

Recruit help from friends and others as needed.

Offering Support to Victims

Help the victim get in touch with professional resources.

Listen supportively and nonjudgmentally.

Believe the victim; do not minimize or justify.

Let the victim make decisions. That person has been through a very disempowering trauma; allow the victim to become empowered by making their own choices.

Remind victims that it is not his/her fault.



Available Support Resources

Title IX Coordinator

Ronette Sutton Gerber 910.521.6281
Director, Title IX & Clery Compliance

On-Campus Resources

Police & Public Safety 910.521.6235
Counseling & Psychological Services
CAPS Sexual Assault Advocate 910.521.6202
Office of Student Conduct 910.521.6851
Student Health Services 910.521.6219

Sexual Misconduct Reporting Form Site

uncp.edu/resources/title-ix-clery-compliance/sexual-misconduct/sexual-misconduct-reporting-concern

Annual Security & Fire Safety Report Site

uncp.edu/resources/title-ix-clery-compliance/annual-security-and-fire-safety-reports

Off-Campus Confidential Resources

Rape Crisis Center of Robeson County
Lumberton, North Carolina 910.739.6278
Southeastern Family Violence Center
Lumberton, North Carolina 910.739.8622
Crisis Line 800.742.7794
National Sexual Assault Hotline 800.656.HOPE (4673)
National Domestic Violence Hotline 800.799.SAFE (7233)

If you want to learn more about your rights or if you believe the university is in violation of federal law, you may contact The U.S. Department of Education, Office for Civil Rights at 800.USA.LEARN or ocr@ed.gov. (800.872.5327)

400 copies of this public document were designed and printed at a cost of \$.63 per copy.

This publication is available in alternative formats upon request. Please contact the Accessibility Resource Center, D.F. Lowry Building, Room 107 or call 910.521.6695.

The University of North Carolina at Pembroke

Know Your Rights

Reporting an Incident of Sexual Misconduct

Sexual Misconduct Gender-Based Discrimination, Gender-Based Harassment, and Gender-Based Violence

Gender-Based Violence Dating Violence, Domestic Violence, Stalking, and Sexual Assault

UNC Pembroke prohibits the offenses of dating violence, domestic violence, stalking, and sexual assault and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the campus community. If you have experienced sexual discrimination and/or sexual harassment, to include gender-based violence, this brochure ensures that you know your rights.

UNC Pembroke is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees; as such, we take active measures against and prohibit all discrimination, discriminatory harassment, and sexual harassment, including any type of violence.



UNC Pembroke Will Respond Promptly and Effectively to Gender-Based Violence

You have the right to report an incident of sexual misconduct to UNC Pembroke, have UNCP investigate what happened, and have your complaint resolved promptly and equitably.

You have the right to choose to report the incident to university officials and/or local law enforcement. A criminal investigation does not relieve UNC Pembroke of its duty under Title IX to respond promptly and effectively to a complaint of sexual discrimination, sexual harassment, or gender-based violence. The Office of Title IX & Clery Compliance will assist victims in facilitating a report to the police, should they choose to do so.

UNC Pembroke has policies and procedures prohibiting sexual misconduct and for reporting complaints of sexual discrimination and sexual harassment, including gender-based violence.

uncp.edu/titleixclery

Interim and Protective Measures Available for All

During the investigation and prior to the final determination, the university may take appropriate interim measures to protect the parties involved. Interim measures can be requested by any involved party or can be imposed by the university. Such measures may include changes to academic, residential-living, and/or university employment situations, regardless of whether the victim chooses to report the crime to law enforcement.

UNC Pembroke Prohibits Retaliation

Retaliation against someone who files a complaint or who participates in an investigation is strictly prohibited by university policy and by law. You have the right to report any retaliation by university employees, the alleged Responding Party, and/or other students. UNC Pembroke will take strong responsive action if retaliation occurs.

Reporting Options

The university accepts reports from students and employees. "Third Party" reports from parents, friends, and others are also accepted and encouraged.

Reports should be made through the Office of Title IX & Clery Compliance website's reporting form but can be made by any available means such as via phone, in-person, or through campus police, faculty, and/or staff.

Confidential and Privacy Support Services

Some people, such as counselors or victim advocates, can talk with you in confidence without triggering a report or an investigation. Specifically, you can contact any of the on or off-campus confidential resources listed in this brochure to report an incident of sexual discrimination, sexual harassment, and/or gender-based violence and receive trusted and confidential assistance.

Counseling and Psychological Services (CAPS)

CAPS serves as a confidential resource for students and does not have to report personal identifying information of Reporting Parties, Responding Parties, or witnesses involving instances of sexual discrimination or sexual harassment, to include gender-based violence, to campus authorities, except as it relates to child abuse or an imminent risk of harm to self or others. CAPS offers confidential crisis intervention and facilitates an on-campus support group.

Obligations of University Employees

Federal law and UNCP policy requires that the Title IX Coordinator receive notice of all reports of sexual misconduct, including gender-based violence. This means that all disclosures of sexual misconduct shared with "Responsible Employees" (Title IX) and "Campus Security Authorities" (Clery Act) must be reported to the Title IX and Clery Compliance office; these employees are NOT confidential resources.

Responsible Employees includes all faculty, staff with supervisory duties, and students & staff with significant contact with students (RAs & other student leaders).

Campus Security Authorities includes all faculty and staff with supervisory duties and/or significant contact with students, and students with significant contact with other students (RAs and other student leaders).

Even if you do not seek a confidential resource or ask for privacy, UNC Pembroke will only disclose information to individuals who are responsible for handling the university's response to sexual misconduct and gender-based violence cases and have a clear need to know.

Ronette Sutton Gerber

Director, Title IX and Clery Compliance
Title IX Coordinator
Health Sciences Building, Room 337
910.521.6281
titleixcoordinator@uncp.edu

UNC Pembroke Will Conduct a Thorough, Reliable, and Impartial Investigation

Both parties have the right to be notified of the timeframes for all major stages of the investigation.

Both parties have the right to present witnesses and evidence.

Both parties have the right to be accompanied at all meetings and any hearings by an attorney/non-attorney advocate of their choice.

You have the right to be notified in writing of the outcome of your complaint and any appeal or grievance, including any sanctions that directly relate to you.

The appeal process is equally available for both parties.

If you believe you are a victim of sexual misconduct, to include gender-based violence, know that you have the following rights:

To receive information about services designed to assist you.

To seek, or have sought on your behalf, counseling and medical attention at Student Health Services, or elsewhere as needed, including at the nearest hospital emergency room.

To report the crime to UNCP Police & Public Safety and/or local law enforcement.

To be informed of the student disciplinary proceeding resolution process.

To have the option of changing your academic, residential-living, and/or university employment situations, if the changes are reasonably available.

To request that the university implement a "Mutual No-Contact Order" with the Responding Party.

To not "work it out" with the Responding Party through mediation. UNC Pembroke does not consider mediation to be appropriate in cases involving gender-based violence.

To talk with university officials about protecting your safety and privacy and obtain assistance with creating a safety plan.

To review any proceedings documented, which may include written investigatory report, findings of fact, transcripts, and/or audio recordings.