Rights and Resources for The Responding Party in Cases of Sexual Assault, Stalking, Dating or Domestic Violence

Rights

A responding individual in an Equity Grievance investigation and adjudication process has the right to have the complaint investigated and adjudicated in an impartial, timely, and thorough manner by individuals who receive annual training in the Equity Grievance Process and the rights of the responding individual, including the right to a presumption of “not responsible” until a finding of responsibility is made. The responding individual has the right:

• To be treated with respect by university officials.
• To experience a safe living, educational, and work environment.
• To take advantage of campus support resources (such as Counseling & Psychological Services, the Office of the Chaplains, and University Health Services for students, or Employee Assistance Program services for employees), and to receive courteous, fair and respectful treatment.
• To receive written notice of an investigation describing the date, time, location and factual allegations concerning the violation, specific violations alleged to have been violated, and possible sanctions.
• To be accompanied by an adviser of choice who may assist and advise the responding individual throughout the Equity Grievance Process including during all meetings and hearings related to such process.
• To participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard.
• To refuse to have an allegation resolved through conflict resolution procedures.
• To attend in person or via speakerphone or videoconference any hearing in which the responding individual is charged and to be shielded, to the extent practicable, from the reporting individual during the hearing if so desired.
• To receive written notification of the outcome/resolution of the complaint.
• To have access to at least one level of appeal of a determination.
• To exercise civil rights and practice of religion without interference by the investigative, criminal justice, or Equity Grievance Process of the university.
• To have complaints heard in substantial accordance with Colgate’s Equity Grievance Process.
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Private On-Campus Support Resources:

- **Dean of the College Administrative Advisers:** 315-228-7368, 116 McGregor Hall. An on-call dean can be reached after hours by calling Campus Safety (315-228-7911). The dean can put you in touch with appropriate counseling and support personnel, and help with matters such as managing academic obligations.

- **Title IX Coordinator:** 315-228-7288, 102 Lathrop Hall. Marilyn Rugg (mrugg@colgate.edu) is available to explain the EGP process, answer questions and discuss the options available to you.

- **Equity Grievance Panel (EGP) Members:** EGP members are faculty and staff trained in all aspects of the grievance process and are a source of advice, support and referral to help you know your options. Find the EGP member list here: www.colgate.edu/egpmembers.

Confidential On-Campus Resources:

- **Counseling and Psychological Services:** 315-228-7385 or come to walk-in hours (1:30-4:30 p.m. M-F). After hours, call Campus Safety at 315-228-7333 and ask to talk with the counselor on-call. You do not need to provide any additional information to Campus Safety.

- **University Chaplains:** 315-228-7682, garden level of the Colgate Chapel.

- **Student Health Services:** 315-228-7750, 150 Broad Street. After hours and for emergencies, contact Campus Safety at 315-228-7911.

Online Resources:

- **EGP policy:** www.colgate.edu/egppolicy
- **EGP process:** www.colgate.edu/egpprocess
- **EGP members:** www.colgate.edu/egpmembers
- **FAQ for responding parties:** http://www.colgate.edu/offices-and-services/deanofthecollege/biassexualmisconductresources/faq-for-responding-parties