



Carnegie Mellon
OFFICE OF TITLE IX INITIATIVES

IMPORTANT DEFINITIONS

Excerpted from University's Policy Against Sexual Harassment & Sexual Assault.
For full definitions & more information, please visit: <https://www.cmu.edu/title-ix/university-policy/index.html>

CONSENT

A voluntary agreement to engage in sexual activity.

- Someone who is incapacitated cannot consent;
- Past consent does not mean future consent;
- Silence or an absence of resistance does not imply consent;
- Consent can be withdrawn at any time; and
- Coercion, force or threats invalidates consent.

SEXUAL ASSAULT

Engaging in any physical sexual act (including rape):

1. Perpetrated against a person's will;
2. Where that person does not give clear, voluntary consent; or
3. Where that person is incapable of giving consent due to incapacitation.

SEXUAL HARRASSMENT

Unwelcome sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature when:

1. Submission to such conduct is made a term/condition of an individual's employment/student status;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment/educational decisions affecting such individual, or
3. Such conduct interferes with an individual's work or educational performance, or creates an intimidating, hostile or offensive environment, or interferes with an individual's ability to participate in/benefit from an educational program or activity.

DATING VIOLENCE

Violence committed by a person who is or was in a romantic or intimate relationship with the victim.

DOMESTIC VIOLENCE

Any of the following acts against a family or household member (including minor children), sexual or intimate partner, or person who shares biological parenthood:

- Attempting to cause or causing bodily injury, sexual assault, or incest;
- Placing another person in reasonable fear of imminent serious bodily injury;
- False imprisonment; and/or Stalking.

INCAPACITATION

The physical and/or mental inability to make informed, rational judgments such as:

1. Due to the use of drugs or alcohol;
2. When a person is sleeping or unconscious; or
3. Due to an intellectual or other disability.

STALKING

Engaging in a course of conduct, or repeatedly communicating to another person, or repeatedly committing acts toward another person, with an intent to place such person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

RESOURCE GUIDE

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Statement of Assurance. Carnegie Mellon University does not discriminate in admission, employment, or administration of its programs or activities on the basis of race, color, national origin, sex, handicap or disability, age, sexual orientation, gender identity, religion, creed, ancestry, belief, veteran status, or genetic information. Furthermore, Carnegie Mellon University does not discriminate and is required not to discriminate in violation of federal, state, or local laws or executive orders. Inquiries concerning the application of and compliance with this statement should be directed to the university ombudsman, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh, PA 15213, telephone 412-268-1018.

The Office of Title IX ("TIX") Initiatives is dedicated to promoting gender equity at Carnegie Mellon University, which includes coordinating the University's efforts to prevent and effectively respond to all forms of gender discrimination, including gender identity discrimination, and sexual harassment and other sexual misconduct impacting community members. "Sexual misconduct" includes sexual assault, sexual harassment, dating and domestic violence, and stalking. Carnegie Mellon University prohibits all forms of sexual misconduct, as well as "retaliation" – or taking negative actions against a person – for reporting sexual misconduct. The Office of Title IX Initiatives ("TIX") supports all community members, including undergraduate and graduate students, staff, and faculty. We provide information and support; explain options for investigation and resolution; negotiate and implement interim measures including no contact agreements, academic, residential, and employment accommodations, as well as safety measures. We also provide education, training, and other prevention programs.

WHAT TO DO IF YOU ARE IMPACTED BY SEXUAL MISCONDUCT

- 1. Get to a safe place.** Contact a friend, family member, University Police, your RA or Housefellow, or someone else you trust.
- 2. In an emergency or if you are in immediate danger, call University Police at 412-268-2323.**
- 3. Consider seeking medical attention after an assault.** University Police can escort you to a local hospital (call 412-268-2323).
- 4. Try to preserve physical evidence of assault.** Avoid showering, douching, or changing clothes or bedding before you seek medical attention. Take photographs of injuries or ask someone else to do so.
- 5. Try to save and/or keep a record of unwanted contacts,** including texts, emails, social media messaging, phone calls, voice messages, gifts, notes, letters and in-person contacts.
- 6. Consider contacting any of the resources on the opposite page** for support, resources, information and referrals.
- 7. Consider contacting the Office of Title IX Initiatives (“TIX”)** to learn about support and safety measures, and options for investigation and possible resolution.
- 8. Trust your instincts.** If something doesn’t feel right – tell someone.

For more information, see: <http://www.cmu.edu/title-ix/resources-and-information>

UNIVERSITY RESPONSE TO REPORTS

The University’s response is largely driven by the wishes and preferences

of the reporting party. The Office of Title IX Initiatives (TIX) will make all reasonable attempts to comply with the individual’s wishes regarding confidentiality, investigation, and resolution, consistent with the University’s obligation to protect the broader campus community.

For more information, see <https://www.cmu.edu/title-ix/university-response/>

REPORT. TIX receives & reviews report. TIX takes all reports seriously.

RESPONSE. TIX offers support, resources & safety measures to reporting (impacted) party. TIX may engage with the responding (accused) party and additional investigation may be undertaken by TIX.

RESOLUTION. The reporting party may pursue formal resolution, informal resolution, or no resolution at all.

RESOURCES

In addition to the Office of Title IX Initiatives (“TIX”), the following resources are available to Carnegie Mellon community members:

Counseling and Psychological Services (CAPS)*

Free counseling for students, referrals to community mental health providers, and 24-hour crisis hotline.

412-268-2922 | <https://www.cmu.edu/counseling/>

Center for Student Diversity and Inclusion

Provides support, resources, and programming for historically underrepresented students, including but not limited to, students who identify as:

- First generation;
- LGBTQ+;
- Racial and/or ethnic minority;
- Transgender and non-binary;
- Women.

Offers education and programming including bystander intervention.

412-268-2150 | CSDI@andrew.cmu.edu
www.cmu.edu/cmarc

Employee Assistance Program (EAP)*

Confidential limited mental health counseling and referrals to other resources, available free of cost to employees and their household members.

1-844-744-1370 | https://www.cmu.edu/hr/benefits/healthy_living/eap/index.html

Women’s Center and Shelter of Greater Pittsburgh*

Counseling, resources, support, emergency housing, medical and legal advocacy, and a 24-hour crisis hotline for survivors of relationship violence (including men).

412-687-8005 | <http://www.wcpittsburgh.org/>

For more information, please visit:
<https://www.cmu.edu/title-ix/resources-and-information/index.html>

University Health Services*

General health and wellness services, STI testing, pregnancy testing, birth control, and emergency contraception. Offers education and programming including bystander intervention and healthy relationships.

412-268-2157 | www.cmu.edu/health-services

University Police Department

Emergency response, security, investigation and arrest, and escort to local hospitals. Offers education and programming including R.A.D. and S.A.F.E. courses.

412-268-2323 | www.cmu.edu/police

Office of Disability Resources

Provides resources and accommodations to individuals with documented disabilities.

412-268-6121 | access@andrew.cmu.edu
www.cmu.edu/education-office/disability-resources

Pittsburgh Action Against Rape*

Counseling, resources, support, medical and legal advocacy, and a 24-hour crisis hotline for survivors of sexual violence.

1-866-363-7273 | <http://paar.net/>

Center for Victims*

Counseling, resources, support, emergency housing, medical and legal advocacy, and a 24-hour crisis hotline for survivors of sexual & relationship violence.

1-866-644-2882 | www.centerforvictims.org/

Magee Women’s Hospital & UPMC Mercy Hospital*

Local hospitals that provide sexual assault medical examinations and medical care.

www.upmc.com

*- Confidential reporting resource: individual information will not be shared with TIX.