

**PROCEDURES FOR
POLICY PROHIBITING DISCRIMINATION, HARASSMENT, AND RETALIATION (C6.0)
Excluding Title IX Complaints**

I. Definitions

Terms used in these Procedures are defined in RIT's Policy Prohibiting Discrimination, Harassment, and Retaliation (C6.0) and RIT's Student-Based and Sexual Misconduct Policy (D19.0). In the event of a conflict, RIT's Policy Prohibiting Discrimination, Harassment, and Retaliation (C6.0) shall govern whenever the Respondent is an employee, and RIT's Student-Based and Sexual Misconduct Policy (D19.0) shall govern whenever the Respondent is a student.

II. Receipt of Complaints

1. A Complaint shall be deemed to be received when filed in accordance with the provisions of C6.0(III)(K) or (III)(L). (RIT's Policy Prohibiting Discrimination and Harassment).
2. Upon receipt of a Complaint a representative from the Department of Human Resources (HR) shall conduct an immediate review of the allegations. If interim or accommodative measures are deemed necessary, HR shall consult with the appropriate divisional vice president and put in place those interim or accommodative measures deemed to be a reasonable temporary response to the situation.
3. The Office of Legal Affairs ("OLA") may be consulted to assist in the identification of appropriate interim or accommodative measures.
4. If the Complaint is oral, the individual receiving the Complaint shall encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, the individual receiving the Complaint shall prepare a Complaint Form based on the oral reporting.

III. Investigations of Allegations

1. A representative from HR will commence an investigation within five (5) Business Days after the complaint is received. The investigation is deemed to have concluded upon completion of the tasks identified in these Procedures.
2. The documentation reviewed and individuals interviewed shall be within the sole discretion of the representative from HR tasked with the investigation and consistent with these Procedures.
3. As part of the investigation, the representative from HR will, as appropriate:
 - 3.1. Take steps to obtain and preserve documents, emails, or phone records relevant to the allegations;
 - 3.2. Interview the Complainant and the Respondent;
 - 3.3. Provide the Complainant and the Respondent with the opportunity to present relevant and material information in the context of the investigation and an equal opportunity to request that witnesses having relevant and material information be included in the investigative process;
 - 3.4. Request and review all relevant documentation, including electronic communications;
 - 3.5. Interview and/or obtain written statements from those individuals believed to have actual knowledge of facts and circumstances relevant and material to the violation alleged;
 - 3.6. Determine the relevant and material facts using a Preponderance of the Evidence standard; and

- 3.7. Determine if the relevant and material facts support a conclusion of violations of the Policy using a Preponderance of the Evidence standard.
4. The investigation shall be concluded, a report shall be prepared, and a Notice of Outcome shall be distributed in accordance with the provisions of these Procedures, within sixty (60) Business Days after the complaint is received. This timeframe may need to be expanded based on the facts and circumstances of the specific investigation. In the event the timeframe requires expansion, a Communication shall be provided to the Complainant and the Respondent advising them of the expected timeframe for resolution of the complaint.
5. A representative of HR will create a report which contains the following:
 - 5.1. A list of all documents reviewed, along with a detailed summary of relevant documentation;
 - 5.2. A list of names of those interviewed, which may or may not be redacted to protect the privacy of the individuals, along with a detailed summary of their statements;
 - 5.3. A timeline of events;
 - 5.4. A summary of prior relevant incidents, reported or unreported;
 - 5.5. Credibility determinations of the individuals interviewed;
 - 5.6. Conclusions of fact; and
 - 5.7. The basis for the decision and final resolution of the Complaint, together with any corrective action(s). (This section is subject to approval by the appropriate divisional Vice President.)
6. Provided that the report contains the information outlined in these Procedures, they shall be in a manner and form determined by HR.
7. The report will initially be reviewed with the appropriate divisional vice president.
 - 7.1. The appropriate divisional vice president shall consider the recommendation for corrective action, if any, and inform HR if the recommendation has been accepted or rejected.
 - 7.2. If the recommendation relating to corrective action is rejected, HR will work with the appropriate divisional vice president to identify a mutually agreeable outcome.
8. The report, together with associated documents, shall be kept in accordance with the provisions of the Policy and the RIT Records Management Policy (C22.0).

IV. Notice of Outcome

1. The representative from HR shall use the report to create a Notice of Outcome.
2. The Notice of Outcome shall include:
 - 2.1. The determination relating to violations of policy(ies);
 - 2.2. A rationale for the determination;
 - 2.3. Information relating to the Complainant and Respondent's right to bring a grievance in accordance with the provisions of RIT's Staff Grievance Policy (E30.0) or RIT's Faculty Grievance Policy (E23.0); and
 - 2.4. Information relating to the Complainant and Respondent's right to file a complaint or a charge with external agencies.
3. The Notice of Outcome shall be in writing and shall be provided to the Complainant, the Respondent, Respondent's supervisor, and the appropriate divisional vice president.
4. Upon the receipt of the Notice of Outcome by the Respondent, the investigation shall be deemed to be concluded.

V. Appropriate Action.

1. Complaints investigated in accordance with the provisions of the Policy and these Procedures may be subject to appropriate action, including, but not limited to, notations in personnel files, written warnings, final written warnings, imposition of training or counseling requirements, suspensions with or without pay, or dismissal.
2. All staff and faculty members of RIT are subject to appropriate action for violations of this Policy.
3. The university shall consider the severity and pervasiveness of the violation when determining the appropriate action to be taken. The determination of an appropriate action shall be the responsibility of the appropriate divisional vice president, in consultation with the associate vice president for HR.
4. The dismissal of a tenure-track or non-tenure-track faculty member before the expiration of an appointment is not an appropriate action under this Policy and shall only occur in accordance with the Dismissal of a Faculty Member for Cause policy (E23.0) or Dismissal of a Non-Tenure-Track Faculty Member for Cause (E23.1). If there is a grievance related to this Policy, the grievance process must conclude before the dismissal for cause process commences.
5. In the event of a factual finding that this Policy has been violated by a tenure-track or a non-tenure-track faculty member, and a dismissal for cause proceeding is commenced, the appropriate Dismissal Review Committee shall accept the factual finding made pursuant to this Policy and shall limit their consideration to whether the conduct found to have occurred merits dismissal.
6. The dismissal of a staff member can occur directly as an appropriate action under this Policy.

VI. Legal Protections and External Remedies.

Discrimination, harassment, and retaliation is not only prohibited by RIT but is also prohibited by state, federal, and where applicable, local law. Aside from the internal process at RIT, employees may also choose to pursue legal remedies with governmental entities at any time, including, but not limited to, the New York State Division of Human Rights and the Equal Employment Opportunity Commission.

1. **New York State Division of Human Rights (DHR).** A complaint alleging violation of the Human Rights Law may be filed either with DHR or in New York State Supreme Court. Complaints with DHR may be filed any time within one year of the harassment. DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York, 10458, (718)741-8400, <https://dhr.ny.gov>. Contact DHR at (888)392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint.
2. **United States Equal Employment Opportunity Commission (EEOC).** An individual can file a complaint with the EEOC anytime within 300 days from the harassment. The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at www.eeoc.gov or via email at info@eeoc.gov. If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.
3. **Local Protections.** Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists.
4. **Law Enforcement.** If the Sexual Harassment involved physical touching, coerced physical confinement, or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

VII. Assistance and Resources for Staff and Faculty.

1. Confidential resources for staff and faculty can be obtained from:
 - 1.1. RIT Ombuds Office
 - 585.475.7200 or 585.475.2876
 - <http://www.rit.edu/ombuds/contact-us>
 - Services provided at no cost.
 2. Non-confidential RIT resources who will address issues involving staff and faculty with discretion and inform others on a need-to-know-basis only include, but are not limited to:
 - 2.1. RIT Public Safety
 - (24 hours a day, 7 days a week)
 - 585-475-2853 (V) or 585-205-8333 (text)
 - www.rit.edu/fa/publicsafety/
 - 2.2. RIT Division of Diversity and Inclusion
 - (585) 475-6546
 - <http://www.rit.edu/diversity/diversity-inclusion>
 - Services provided at no cost
 - 2.3. RIT Department of Human Resources
 - 585-475-2424 (V/TTY)
 - www.rit.edu/humanresources/
 - Services provided at no cost.

**PROCEDURES FOR
POLICY PROHIBITING DISCRIMINATION, HARASSMENT, AND RETALIATION (C6.0)
Title IX Complaints**

I. Definitions

Terms used in these Procedures are defined in RIT's Policy Prohibiting Discrimination, Harassment, and Retaliation (C6.0) and RIT's Student-Based and Sexual Misconduct Policy (D19.0). In the event of a conflict, RIT's Policy Prohibiting Discrimination, Harassment, and Retaliation (C6.0) shall govern whenever the Respondent is an employee, and RIT's Student-Based and Sexual Misconduct Policy (D19.0) shall govern whenever the Respondent is a student.

II. Receipt of Complaints

5. A Complaint shall be deemed to be received when filed in accordance with the provisions of C6.0(III)(K) or (III)(L). (RIT's Policy Prohibiting Discrimination and Harassment).
6. Upon receipt of a Complaint, an Initial Applicability Determination (described below) shall be commenced. Once completed, a representative from the Department of Human Resources (HR) and/or the Office of Compliance and Ethics (OCE) shall conduct an immediate review of the allegations. If interim or accommodative measures are deemed necessary, HR shall consult with the appropriate divisional vice president and put in place those interim or accommodative measures deemed to be a reasonable temporary response to the situation. For allegations based on sex or gender HR shall consult with the Title IX Office to ensure consistent application of measures. Interim or accommodative measures shall be detailed in a subsequent Notice Of Investigation.
7. The Office of Legal Affairs ("OLA") may be consulted to assist HR or OCE in fulfilling their responsibilities under the Policy and these Procedures.
8. If the Complaint is oral, the individual receiving the Complaint shall encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, the individual receiving the Complaint shall prepare a Complaint Form based on the oral reporting.

III. Initial Applicability Determination of Complaints Received

1. Upon receipt of a Complaint alleging a violation of Title IX, the Reporting Person shall receive Communication acknowledging receipt of the Complaint and advising them that an Initial Applicability Determination (IAD) shall be made by HR and OCE relating to the applicability of Title IX. This Communication shall be sent as soon as practicable after receipt of the Complaint, but no later than five (5) Business Days from receipt of the Complaint.
 - 1.1. If Title IX applies, the Complaint shall be investigated in accordance with the provisions of the section relating to Investigations of Allegations Based on Sex or Gender of these Procedures.
 - 1.2. If a Complaint alleges a violation of Policy based on sex or gender and other group, class, or category, HR and OCE shall determine the appropriate investigation to apply to the Complaint. In determining which investigation will apply, HR and OCE shall review the totality of the Complaint and conduct the investigation that best addresses the central allegation of the Complaint. If it is determined that Title IX does not apply, HR will follow the procedures for non-Title IX investigations.
 - 1.3. The IAD shall not be considered part of the investigation of the Complaint, nor shall it be deemed to be a conclusion on whether policies have been violated. The IAD shall be used solely for the purpose of determining the applicability of Title IX.

- 1.4. If an anonymous complaint is received, in addition to determining the applicability of Title IX, the IAD will also determine if the allegations are sufficient to support an investigation while keeping the Complainant anonymous. In all cases, RIT retains the right to act as it deems necessary on any information that comes to its attention.
2. OLA may be consulted to assist in the IAD.
3. The IAD is subject to revision based on facts revealed throughout the investigation. If during the course of an investigation facts are ascertained that would change the IAD, HR and OCE shall determine the appropriate department to continue the investigation. The investigation shall continue utilizing the appropriate Procedures. Any Communication required by the appropriate Procedures shall be provided to the parties as soon as practicable.

IV. Notice of Investigation

1. Within five (5) Business Days after the IAD is made, the Complainant shall receive Communication confirming receipt of the Complaint. This Communication shall include the following:
 - 1.1. Identification of the appropriate department (HR or OCE) responsible for conducting the investigation;
 - 1.2. The allegations to be investigated;
 - 1.3. The policy(ies) alleged to have been violated; and
 - 1.4. Any interim or accommodative measures in effect.
2. This Communication shall be the Notice of Investigation (NOI).
3. The NOI shall include a copy of these Procedures.
4. A NOI shall also be sent to the Respondent within five (5) Business Days after the IAD is made.

V. Investigations of Allegations Based on Gender and Sex

1. Cases involving allegations of sex discrimination, including sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, sexual assault, or other sexual misconduct shall be investigated by the Title IX office.
2. An investigator from the Title IX office (the "Title IX Investigator") shall commence an investigation within five (5) Business Days after the IAD is made. An investigation is deemed to have commenced upon sending an NOI to the Complainant and Respondent. An investigation is deemed to have been concluded upon sending notice to the Complainant and Respondent that the matter has been referred to Human Resources for final determination.
3. The documentation reviewed and individuals interviewed shall be within the sole discretion of the Title IX Investigator tasked with the investigation, except that the Title IX investigator shall consult with the appropriate representative from HR throughout the pendency of the investigation to confirm the scope of the investigation and any required follow-up.
4. The investigation shall be concluded within thirty (30) Business Days of the date of the NOI. These timeframes may be expanded based on the facts and circumstances of the specific investigation. In the event the investigation is not concluded within thirty (30) Business Days of the date of the NOI, a Communication shall be provided to the Complainant and the Respondent advising them of the expected timeframe for completion of the investigation.
5. As part of the investigation, the Title IX Investigator shall:
 - 5.1. Take steps to obtain and preserve documents, emails, or phone records relevant to the allegations;

- 5.2. Interview the Complainant and the Respondent;
- 5.3. Provide the Complainant and the Respondent with the opportunity to present relevant and material information in the context of the investigation and an equal opportunity to request that witnesses having relevant and material information be included in the investigative process;
- 5.4. Request, verify accuracy and review all relevant documentation, including electronic communications;
- 5.5. Interview and/or obtain written statements from those individuals believed to have actual knowledge of facts and circumstances relevant and material to the complaint alleged; and
6. Upon completion of the investigation the Title IX Investigator shall create a timeline of events, conduct a credibility assessment and share that assessment with Human Resources as well as all relevant investigation documents.
7. The Title IX Investigator shall send notice to the parties the investigation is complete and has been referred to Human Resources for final determination.
8. Within thirty (30) Business Days of completion of the investigation, a representative from Human Resources shall create a preliminary report (the "Draft Report") which contains the following:
 - 8.1. A list of all documents reviewed, along with a detailed summary of relevant documentation;
 - 8.2. A list of names of those interviewed, which may be redacted to protect the privacy of the individuals, along with a detailed summary of their statements;
 - 8.3. A timeline of events; and
 - 8.4. A summary of prior relevant incidents, reported or unreported, if any.
9. The Draft Report shall not include any specific corrective or disciplinary action that may be recommended, or credibility determinations.
10. The Draft Report shall be provided to the Complainant and the Respondent with instructions to maintain the confidentiality of the Draft Report. The Complainant and the Respondent will also be instructed to review and provide comments within five (5) Business Days of receipt.
 - 10.1. The review of the Draft Report by the Complainant and the Respondent is an opportunity for the parties to view all of the information that will be used to make a determination. The Complainant and Respondent may provide comments on the Draft Report, revise and/or supplement statements made by them in the context of the investigation as summarized in the Draft Report, and suggest additional evidence (documentary and oral) to be considered.
 - 10.2. Neither the Complainant nor the Respondent shall revise the Draft Report.
 - 10.3. Neither the Complainant nor the Respondent shall be compelled to provide comments to the Draft Report.
11. If comments are received from either the Complainant or the Respondent, the HR representative shall consider those comments prior to creating a final report (the "Final Report").
12. If no comments are received from either the Complainant or the Respondent within the applicable timeframe, the HR Representative shall, within ten (10) Business Days of the end of the applicable timeframe, create a Final Report with the information obtained throughout the pendency of the investigation.
13. The Final Report shall include:
 - 13.1. The information provided in the Draft Report;

- 13.2. Revisions made, if any, as a result of the review of the Draft Report by the Complainant and the Respondent;
 - 13.3. Credibility determinations of the individuals interviewed;
 - 13.4. Conclusions of fact;
 - 13.5. The basis for the decision and final resolution of the Complaint, together with any recommended corrective action(s) (This section must be approved by the appropriate Vice President.)
- 14. Provided that the Draft and Final reports contain the information outlined in these Procedures, they shall be in a manner and form determined by HR.
 - 15. A representative from HR review the Final Report and, based on the conclusions of fact provided therein, determine if the relevant and material facts using a Preponderance of the Evidence standard do or do not support a conclusion of violation(s) of Policy.
 - 16. The Final Report shall be shared with the Title IX Coordinator so they may assess for consistency with determinations and recommended corrective action.
 - 17. The Final Report shall be provided to the Respondent's supervisor and the appropriate divisional vice president.
 - 17.1. The appropriate divisional vice president shall consider the recommendation for corrective action, if any, and inform HR if the recommendation has been accepted or rejected.
 - 17.2. If the recommendation relating to corrective action is rejected, HR will work with the appropriate divisional vice president to identify a mutually agreeable outcome.
 - 18. A representative of HR shall use the Final Report to create a Notice of Outcome consistent with these Procedures.
 - 19. The Final Report, without credibility determinations of the individuals interviewed, and the Notice of Outcome shall be provided to the Complainant and the Respondent.
 - 20. The Notice of Outcome, Draft Report, and the Final Report, together with associated documents, shall be kept in accordance with the provisions of the Policy and RIT Records Management Policy (C22.0).

VI. Appeals in Cases Involving Allegations Based on Gender and Sex

- 1. In addition to the right to commence a grievance in accordance with the provisions of the RIT Staff Grievance Policy (E30.0) or Faculty Grievance Policy (E24.0), in cases involving allegations of sex discrimination, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, sexual assault or other sexual violence, the Complainant and the Respondent shall also have the right to appeal the outcome of the investigation.
- 2. Within five (5) Business Days of receipt of the Notice of Outcome, the Complainant or the Respondent may appeal the outcome of the investigation.
- 3. The appeal shall be made to the vice president and associate provost for Diversity and Inclusion. The grounds for appeal shall be limited to:
 - 3.1. determining whether the investigation was conducted in accordance with the procedures under this policy.
 - 3.2. determining whether any specific corrective or disciplinary action that may have been recommended was appropriate for the violation of the policy; and/or

- 3.3. considering new information or evidence which was not known, knowable, or available at the time of the original investigation and which information or evidence is sufficient for a reasonable person to alter the determination of the investigation.
4. Any party seeking to appeal a determination shall do so in writing and shall specifically state one or more of the reasons above and the evidence supporting the appeal. Any appeal that fails to specifically state the basis for appeal may be dismissed based solely on this failure to specifically state the basis for appeal.
5. Once an appeal is filed, the parties involved will receive written, electronic notification within three (3) Business Days of the receipt of the appeal. This notice shall state that the case is under appeal.
6. The non-appealing party may submit a written statement to the vice president and associate provost for Diversity and Inclusion responding to the appeal, within three (3) Business Days of the receipt of the notice of appeal.
7. A representative of HR shall respond to the appeal, verbally or in writing, and address the specific grounds for appeal raised, as requested by the vice president and associate provost for Diversity and Inclusion.
8. After reviewing the information provided, the vice president and associate provost for Diversity and Inclusion may, at their discretion, meet to ask questions of the parties involved in the case. Upon conclusion of the review of the submitted information, a final determination will be made.
9. Should the vice president and associate provost for Diversity and Inclusion have a clear conflict of interest, be a named witness, or be either the Respondent or the Complainant, the appeal will be heard by an Appeal Committee.
 - 9.1. Based on this conflict, the vice president and associate provost for Diversity and Inclusion shall convene an Appeal Committee within 10 (ten) Business Days from the receipt of the appeal. The Appeal Committee shall make the determination of the appeal within fifteen (15) Business Days from the receipt of the appeal.
 - 9.2. The Appeal Committee shall be a standing committee and shall have equal numbers of faculty, staff and students. It shall consist of fifteen (15) members; five (5) members nominated by Academic Senate, five (5) members nominated by Staff Council; and five (5) members nominated by Student Government. The membership should consist of at least two (2) supervisory staff members, two (2) administrative faculty, two (2) non-supervisory staff members and two (2) instructional faculty. Each member of the committee will be required to receive training from the Office of Compliance and Ethics and will be asked to be available for service for a two-year time period, with the exception of the students, who will be asked to be available for service for a one-year time period.
 - 9.3. The vice president and associate provost for Diversity and Inclusion shall assign the appeal to a subset of three (3) members of the Appeal Committee. Selection will be based on the circumstances of the case to ensure peer review and the absence of any potential bias. Student members of the Appeal Committee will only be involved in cases where a student was the Complainant and is appealing the outcome of the student's case. In those situations, the subset of three (3) will contain one faculty member, one staff member, and one student.
 - 9.4. The Appeal Committee shall have one (1) Business Day to accept and review the information presented by the Complainant and the Respondent. Upon conclusion of this review, and no later than three (3) Business Days from the commencement of the Appeal Committee's review

- of the information presented, the Appeal Committee shall present its written recommendation and rationale to the vice president and associate provost for Diversity and Inclusion.
- 9.5. The vice president and associate provost for Diversity and Inclusion shall consider the recommendation of the Appeal Committee prior to making a determination on the appeal.
10. The decision on appeal may include:
- 10.1. A determination that the investigation was not conducted in accordance with the procedures under this Policy. Under these circumstances, the case shall be remanded to Human Resources for further investigation consistent with specific recommendations for resolving the procedural deficiencies identified.
- 10.2. A determination that specific corrective or disciplinary action recommended was not appropriate for the violation of this Policy. Under these circumstances, new corrective or disciplinary action consistent with prior corrective or disciplinary action for similar violations of this Policy may be imposed, or the case may be remanded to Human Resources for a new determination of specific corrective or disciplinary action.
- 10.3. A determination that new information or evidence was sufficient for a reasonable person to alter the determination of the investigation. Under these circumstances, the case shall be remanded to Human Resources for further investigation, taking into account the new information or evidence identified.
11. The decision of the vice president and associate provost for Diversity and Inclusion shall be final. If the vice president and associate provost for Diversity and Inclusion has convened an Appeal Committee due to a direct conflict of interest between the vice president and associate provost for Diversity and Inclusion and the parties involved, then the Committee's decision shall be forwarded to the President. The President shall make the final decision on the appeal.

VII. Appropriate Action.

7. Complaints investigated in accordance with the provisions of the Policy and these Procedures may be subject to appropriate action, including, but not limited to, notations in personnel files, written warnings, final written warnings, imposition of training or counseling requirements, suspensions with or without pay, or dismissal.
8. All staff and faculty members of RIT are subject to appropriate action for violations of this Policy.
9. The university shall consider the severity and pervasiveness of the violation when determining the appropriate action to be taken. The determination of an appropriate action shall be the responsibility of the appropriate divisional vice president, in consultation with the associate vice president for HR.
10. The dismissal of a tenure-track or non-tenure-track faculty member before the expiration of an appointment is not an appropriate action under this Policy and shall only occur in accordance with the Dismissal of a Faculty Member for Cause policy (E23.0) or Dismissal of a Non-Tenure-Track Faculty Member for Cause (E23.1). If there is a grievance related to this Policy, the grievance process must conclude before the dismissal for cause process commences.
11. In the event of a factual finding that this Policy has been violated by a tenure-track or a non-tenure-track faculty member, and a dismissal for cause proceeding is commenced, the appropriate Dismissal Review Committee shall accept the factual finding made pursuant to this Policy and shall limit their consideration to whether the conduct found to have occurred merits dismissal.
12. The dismissal of a staff member can occur directly as an appropriate action under this Policy.

VIII. Legal Protections and External Remedies.

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6. **United States Equal Employment Opportunity Commission (EEOC).** An individual can file a complaint with the EEOC anytime within 300 days from the harassment. The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at www.eeoc.gov or via email at info@eeoc.gov. If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.
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8. **Law Enforcement.** If the Sexual Harassment involved physical touching, coerced physical confinement, or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

IX. Assistance and Resources for Staff and Faculty.

3. Confidential resources for staff and faculty can be obtained from:
 - 3.1. RIT Ombuds Office
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<http://www.rit.edu/ombuds/contact-us>
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 - 4.1. RIT Public Safety
(24 hours a day, 7 days a week)
585-475-2853 (V) or 585-205-8333 (text)
www.rit.edu/fa/publicsafety/
 - 4.2. RIT Division of Diversity and Inclusion
(585) 475-6546
<http://www.rit.edu/diversity/diversity-inclusion>
Services provided at no cost
 - 4.3. RIT Department of Human Resources
585-475-2424 (V/TTY)
www.rit.edu/humanresources/
Services provided at no cost.

5. In addition if that matter for which you seek assistance involves sexual harassment or discrimination, you can contact the RIT Title IX Coordinator or the Title IX Deputy Coordinators who have been specifically trained to receive and respond to allegations of violations of sexual discrimination or harassment. The Title IX Coordinator can be reached at:
 - 5.1. Title IX Coordinator & Clery Compliance Officer
Office of Compliance and Ethics
Rochester, NY 14623
(585)475-7158
Stacy.DeRooy@rit.edu
6. The current list of Deputy Title IX Coordinators can be found on the Title IX website. Non-RIT resources can be found in the Appendix attached to this Policy, as well as government agencies that may provide additional resources for anyone dealing with or wishing to file a complaint of gender based discrimination or harassment.

Non-campus resources available include:

- 6.1.1. RESTORE
24-Hour Hotline 1(585)-546-2777
<https://restoresas.org/>
Services provided at no cost.
- 6.2. Willow Center
24-Hour Hotline (585)232-7353
TTY (585)232-1741
<http://willowcenterny.org/>
Services provided at no cost.

RESTORE Sexual Assault Services
24-hour Hotline 585-546-2777
- 6.3. Lifeline
(585)275-5151
<http://www2.monroecounty.gov/mh-emergency-resources>
Services provided at no cost.
- 6.4. Monroe County Sheriff's Office
(24 hours a day, 7 days a week)
(585)753-4178
www.monroecounty.gov/sheriff
Services provided at no cost.
- 6.5. IGNITE (formerly Advocacy Services for Deaf Abused Victims)
<http://deafignite.org/>
DeafIGNITE@gmail.com
(585)286-2713 (VP/phone)
(585)232-2854 (TTY/FAX)

585-475-2424 (V/TTY)
www.rit.edu/humanresources/
Services provided at no cost.