# Table of Contents

- Title IX Statement ...................................................................................................................... 2
- Definitions .................................................................................................................................... 2
  - Consent to Sexual Activity ........................................................................................................ 2
  - Dating Violence .......................................................................................................................... 3
  - Domestic Violence .................................................................................................................... 3
  - Rape, Sexual Assault, and Sexual Battery .................................................................................. 3
  - Sexual Harassment ................................................................................................................... 3
  - Sexual Misconduct .................................................................................................................... 3
  - Stalking ..................................................................................................................................... 3
- What to Do If You Experience Sexual Violence ........................................................................ 4
- What to Do If Someone Tells You They Have Been Raped ....................................................... 6
- Bystander Intervention ................................................................................................................ 6
- Warning Signs of an Abusive Relationship .............................................................................. 7
- Tips to Prevent Sexual Violence ............................................................................................... 8
- Employee Reporting Obligations .............................................................................................. 9
- Sexual Misconduct Resources .................................................................................................. 10
Title IX Statement

“No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX).

As a recipient of Federal financial assistance for education activities, FSU is required by Title IX to ensure that all of its education programs and activities are free from discrimination on the basis of sex. Additionally, the Florida Educational Equity Act prohibits discrimination in schools based on race, ethnicity, national origin, gender, disability, or marital status. FLA. STAT. § 1000.05 (2012). Furthermore, this commitment is reaffirmed in FSU’s Equal Opportunity and Non-Discrimination Statement, which is applicable to all faculty, staff, students, visitors, applicants, and contractors.

The University’s designated Title IX Co-Coordinators are:

Employees:
Renisha L. Gibbs,  
Co-Coordinator  
AVP of Human Resources & F&A Chief of Staff  
A6200 University Center, Tallahassee, FL 32306-2410  
rgibbs@admin.fsu.edu  
(850) 644-8082

Students:
Brandon Bowden,  
Co-Coordinator  
AVP of Student Affairs  
313 Westcott Building, Tallahassee, FL 32306-1340  
bbowden@admin.fsu.edu  
(850) 644-5590

Athletics:
Vanessa Fuchs,  
Deputy Coordinator  
Sr. Assoc Athletics Director  
D4200 University Center, Tallahassee, FL 32306-2343  
vfuchs@admin.fsu.edu  
(850) 644-4933

The University’s Title IX Co-Coordinators are charged with monitoring and ensuring compliance with these regulations. Questions regarding Title IX, as well as concerns about and complaints of non-compliance (including complaints of sexual harassment, sexual assault, sexual violence, or other sexual misconduct), should be directed to them. Complaints will be addressed following the University’s discrimination complaint procedures, Equal Opportunity, Non-Discrimination, and Non-Retaliation Policy and Procedures. Some acts of sexual misconduct may also constitute violations of criminal law and require mandatory reporting to the FSU Police Department, e.g., sexual battery, indecent exposure, sexual abuse, etc. In such instances, refer to the University’s Sexual Battery Policy and contact the FSU Police Department at (850) 644-1234. Inquires about the application of Title IX may also be directed to the Office for Civil Rights, US Department of Education.

Definitions

Consent to Sexual Activity:
Consent to sexual activity must be intelligent, knowing, and voluntary. This does not include coerced submission. There is no duty to fight or offer physical resistance to establish lack of consent. (Florida Statutes § 794.011)

Certain individuals are legally unable to give consent (regardless of what they say or how they behave). An individual is unable to give consent if he or she:

- Cannot appraise or control the nature of his or her conduct due to a mental disease or the influence of drugs, alcohol, or other substances (such as prescribed medications or anesthetics);
- Is unconscious, asleep, or otherwise physically unable to communicate unwillingness to act (e.g., ill or in shock); or
- Is under the age of 18.
If “consent” is achieved through force, physical incapacitation, threat of force, or other threats, this is coercion, not valid consent. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Consent can be withdrawn at any time, as long as the withdrawal is clearly communicated through words or actions by the person withdrawing consent.

**Dating Violence:**
Violence between individuals who currently have or had within the past 6 months a continuing and significant relationship of a romantic or intimate nature. (Florida Statutes § 784.046(1)(d))

**Domestic Violence:**
Assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another.

*Family/household members:* spouses, former spouses, people related by blood or marriage, people who are currently residing together in the same home as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they are married or live together. (Florida Statutes § 741.28)

**Rape, Sexual Assault, and Sexual Battery:**
In Florida, the crime of rape or sexual assault is called “sexual battery.” Sexual battery means the oral, anal, or vaginal penetration by, or contact with, the sexual organ of another or the anal or vaginal penetration of another by any other object without consent. (Florida Statutes § 794.011(h))

**Sexual Harassment:**
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 an explicit or implicit term or condition of employment, academic status, receipt of University services, or participation in University programs; or

B. Submission to or rejection of such conduct is used as the basis for an academic or employment decision; or

C. The conduct is sufficiently severe, frequent, or wide-spread that, both subjectively (to the person affected) and objectively (to a reasonable person), it: (i) creates an intimidating, hostile, or offensive work environment; or (ii) denies, interferes with, or limits a student’s ability to participate in or benefit from educational opportunities.

**Sexual Misconduct:**
Any sexual act that occurs without consent, or that occurs when someone is unable to give consent; or sexually obscene or indecent behavior, such as exposure of one’s sexual organs (in non-consensual circumstances) or the display of sexual behavior that would reasonably be offensive to others. Sexual Misconduct includes a broad range of behaviors including, but not limited to: rape/sexual battery; sexual assault; sexual harassment; domestic violence; dating violence; sexually-motivated stalking; audio recording, video recording, or watching sexual activity without consent (even if the sexual activity itself was consensual); or sharing such recordings without consent.

**Stalking:**
Willfully, maliciously, and repeatedly following, harassing, or cyberstalking another person causing substantial emotional distress to that person and serving no legitimate purpose. (Florida Statutes § 784.048)
Remember . . .

- Being violated is not your fault. It is the fault of the person who committed sexual violence.
- Rape/sexual assault is a very traumatic crime with many short- and long-term adverse emotional and physical effects.
- Take care of yourself. Seek medical care and counseling. You deserve understanding and support.
- Victim Advocates at FSU are ready to assist you.

Call 911:

If you are injured or in immediate danger, call 911. You will automatically be routed to the proper law enforcement agency. Stay on the phone with the dispatcher as long as you are needed.

Get to a Safe Place:

Try to stay calm and alert. Consider calling a trusted friend, family member, or FSU Victim Advocate for support. This is not the time to be alone.

Contact an FSU Victim Advocate:

Call (850) 644-7161, (850) 644-2277, or (850) 645-0086. After hours, call FSU police dispatch at (850) 644-1234 and ask to speak to the Victim Advocate on call. A Victim Advocate can talk to you about options, provide support, and help you make an informed decision about what to do next.

Get Medical Attention:

As soon as possible, visit an emergency room for a rape evidence examination to preserve evidence. Even if you have no visible injuries and do not want to report the crime to anyone, you may be at risk of acquiring a sexually transmitted disease (STD). Go within 72 hours, if possible (within 24 hours is best).

A Victim Advocate can accompany you to the hospital for support and to explain the process. Going to the hospital does not commit you to making a police report. The FSU Health and Wellness Center is not an “evidence collection” site, so if you want to file charges or remain anonymous, but still have evidence collected, arrangements will be made for you to go to Tallahassee Memorial Hospital, which is designated as the “evidence collection site” for sexual assaults that occur in the Tallahassee area.

Preserving physical evidence may be crucial to prosecuting or obtaining an order of protection (restraining order) against your attacker. If you are concerned about STDs, ask the nurse about antibiotics given at the time of the exam. If you are concerned about pregnancy, ask the nurse about emergency contraception (emergency contraception must be given within a few days to be effective).

Even if you decide not to have a rape evidence examination, the FSU Health and Wellness Center, Women’s Clinic, can assist you with STD or pregnancy prevention. Contact them at (850) 644-6230 to make an appointment, or contact a Victim Advocate for assistance.
Until you decide whether or not to have evidence collected:

- **DO NOT** shower or brush your teeth.
- **DO NOT** use the restroom, if at all possible.
- **DO NOT** eat, drink, or smoke.
- **DO NOT** alter or disturb (clean up) the crime scene.
- **DO NOT** change your clothes, or underwear. If you have removed this clothing, bring it with you to the hospital in a paper bag.

These steps will help preserve evidence.

**Consider Reporting:**

Deciding whether or not to report the crime to the police and/or to FSU officials may be a difficult decision. Taking steps to seek justice can be empowering, but very emotional as well. Each person must decide whether it makes sense to report based on their own circumstances. Victim Advocates are available to help you consider the pros and cons of reporting. Survivors have the right to:

- Notify the police of the crime.
- Get assistance from an FSU Victim Advocate in reporting the crime to the police.
- Decline to notify the police.
- Notify University officials of the crime, whether or not you choose to notify the police.

If you do decide to report the crime to the police, the sooner you report the better. Also, FSU strongly encourages survivors to report the crime to University authorities so that FSU can take internal action. If your attacker was a student, you should contact the Dean of Students Department at (850) 644-2428 to report the incident. If your attacker was anyone else (staff, faculty, a visitor, a contractor, or a stranger) you should report the incident to the Human Resources’ Office of Equal Opportunity and Compliance at (850) 645-6419.

- You may wish to seek an order of protection, no contact order, restraining order, or other similar court order. A Victim Advocate can assist you with this process. The University will assist in enforcing the obligations within any such order.
- If you wish to alter academic, campus housing, transportation, or work arrangements, a Victim Advocate can also assist you with this process (whether or not you decide to report the crime).

**Give Yourself Space to Heal:**

Sexual violence impacts emotional, physical, and psychological well-being. Recognize that healing takes time and seek out support. Consider joining a survivor support group at the University Counseling Center.
What to Do If Someone Tells You They Have Been Raped

- Make sure the survivor is in a safe place and medically stable.
- Encourage them to call (or allow you to call) the police.
- Encourage them to call (or allow you to call) the FSU Victim Advocate Program to discuss options.
- If the survivor does not want anyone contacted, continue to offer non-judgmental support.
- Give the survivor the following numbers:
  - Victim Advocate Program: (850) 644-7161, (850) 644-2277, and (850) 645-0086 (after hours, call FSU police dispatch at (850) 644-1234 and ask to speak with an advocate)
  - FSU Police Department: (850) 644-1234
  - University Health Services: (850) 644-5255
  - University Counseling Center: (850) 644-2003
- Call the FSU Police Department within 24 hours to report the statistic (do not identify the survivor unless he or she gives you permission to reveal their identity).

Bystander Intervention

Most people want to do something when they see the potential for sexual violence or victimization but don’t because of embarrassment (not wanting to make a scene), fear of retaliation, self-doubt, or because they assume someone else will do it for them. Don’t let these fears prevent you from acting as a responsible member of your campus community!

You don’t have to put yourself in danger or be a hero to help. Most situations leading to sexual violence have bystanders—people who notice the situation occurring and could take action to prevent it beforehand. Here are some simple steps you can take to prevent sexual violence by intervening before it happens.

The Three D’s

Distract
Ignore the behavior, but create an interruption that separates the target and the person who may be about to commit sexual violence (or keeps them from leaving together). When you have the target alone, ask if he or she is okay, feels safe, or needs help. Offer to call a cab to get the individual home safely.

- **Get the target out of the situation**: Ask her to go to the bathroom with you. Ask him for directions. Say “Hey, I need to talk to you for a minute” or “This party is stupid, let’s go.”
- **Become a third wheel**: Start a conversation with the couple and don’t leave so the target is not isolated with a potential attacker.
- **Get the potential attacker out of the situation**: If you see someone who is looking uncomfortable (e.g., frowning, looking tense) with the attention they are getting, tell the person making advances that his or her car has just been towed. Or you can step in and ask “What are you doing with my girlfriend/boyfriend” (even if you don’t know the target). You can even “accidentally” spill your drink on the person to break up the situation.
Direct

- **Ask**: If you see someone who looks like they are in trouble, ask if they are okay. If you see a friend or co-worker doing something sketchy, say something.

- **Silent stare**: Sometimes silence speaks louder than words. A disapproving stare can help to disrupt a problematic situation.

- **Show you care**: Approach the harasser as a friend in a caring and non-critical manner. Example: “As your friend I need to tell you that getting someone drunk to have sex isn’t cool and could get you in big trouble. Don’t do it.”

- **Confront the individuals involved**: Express your concerns to the target or the person making advances. Let them know that you are acting in everybody’s best interest. Some examples would be telling the target, “Let’s find your friends so they can take you home,” or “I’m not letting you go home with a stranger.” Make sure both people get home safely.

Delegate

- **Engage allies**: Consider whether it is better to intervene alone or in a group. Reach out to other bystanders or the friends of the people involved. For example, get someone to find the target’s friends and get them to check on him/her while you stay to keep an eye on the situation.

- **Call the authorities**: If things get out of hand or seem dangerous, don’t hesitate to call the police. You could also ask the bouncer or the host to intervene by saying, “I’m worried about that girl/guy, could you let the person talking to her/him know that she/he is too drunk to go home with.”

You can make a difference in ending sexual violence! For more information, go to fsumeasureup.com. (Thank you to Dr. Dorothy Edwards, University of Kentucky, for the 3 D’s.)

---

### Warning Signs of an Abusive Relationship

Abuse can be verbal, emotional, physical, or sexual. It can occur in same-sex relationships, heterosexual relationships, marriages, and between people who are dating (even casually).

**Has Your Partner Ever . . .**

<table>
<thead>
<tr>
<th>Ignored your feelings?</th>
<th>Insulted your gender as a group?</th>
<th>Refused to work or share money?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abused, tortured, or killed pets to hurt you?</td>
<td>Withheld approval or affection as a punishment?</td>
<td>Threatened to hurt him/herself if you didn't do something?</td>
</tr>
<tr>
<td>Threatened to kidnap the children if you left?</td>
<td>Taken car keys or money away from you?</td>
<td>Ridiculed your religion, race, or valued beliefs?</td>
</tr>
<tr>
<td>Humiliated you in public or private?</td>
<td>Threatened to hurt you or your family?</td>
<td>Harassed you about imaginary affairs?</td>
</tr>
<tr>
<td>Punished/deprived the children when angry at you?</td>
<td>Kept you from working, or controlled your money and decisions?</td>
<td>Continually criticized you, shouted at you, or called you names?</td>
</tr>
<tr>
<td>Regularly threatened to leave you or told you to leave?</td>
<td>Refused to socialize with you or let you socialize with others?</td>
<td>Destroyed furniture, punched holes in walls, or broken objects in anger?</td>
</tr>
</tbody>
</table>
Wielded a weapon in a threatening way | Manipulated you with lies? | Physically injured you?

If you answered yes to any of the questions above, you may be in an abusive relationship. If you have any questions or would like more information, contact FSU’s Victim Advocate Program.

Tips to Prevent Sexual Violence

To eliminate sexual violence in our community, we need to change our attitudes about these crimes and uphold our own responsibility to engage only in consensual sexual activity with our partners. The tips below apply to everyone at FSU:

Step up!

• Don’t blame survivors of sexual violence. It is never a survivor’s fault that another person decided to commit a crime.

• Don’t try to get someone drunk or high enough to agree to have sex with you. If your partner’s judgment is significantly impaired by drug or alcohol use, their consent to sex is not valid (no matter what they say). On the flip side, do not accept drinks or drugs from people you don’t know.

Talk about it!

• Don’t make any assumptions about sex. Define your limits and make your intentions known to your sexual partners.

• You don’t have a “right” to sexual activity with anyone. If you are interested in proceeding sexually, seek permission and do not proceed without an explicit “yes” from your partner.

• Respect boundaries set by your sexual partners. Consent to one type of sexual activity does not imply consent to any other types of sexual activity.

• Remember that past sexual activity with someone does not automatically give you permission for future sexual interactions with that person.

• Consent to sex can be withdrawn at any time, including in the middle of a sexual encounter. Good communication is key!

Pay attention!

• If your partner becomes verbally or physically unresponsive, “frozen,” passes-out, or falls asleep during sex, STOP sexual activity immediately. You need conscious and willing consent to sex to proceed.

• Take care of yourself. Do not depend on others to look out for you, but do look out for your friends.

• Be aware that excessive alcohol consumption is often associated with sexual violence. Remember that alcohol and drug use are not a green light for sex and never excuse engaging in non-consensual sex with another person.

• Be aware of your surroundings and trust your instincts about dangerous situations. Avoid being alone or isolated with someone you don’t trust.

• Leave with trusted friends. On the other hand, know that the fact that someone agrees to “go to your
place” is not the same thing as consenting to any type of sexual activity with you.

Speak up!

• You have an obligation to your fellow Seminoles to intervene if you see a situation that you feel may lead to sexual victimization. Don’t let anyone “get away” with sexual assault.

• If someone is being sexually aggressive, possessive, or threatening, get help. Alert your friends, the authorities of the establishment, or the police (call 911).

• Most rapes are acquaintance rapes (aka “date rapes”). Acquaintance rapes frequently involve men and women who conform to traditional, rigid gender roles. As a result, it is important to re-examine sexism in order to prevent rape. Don’t let a gender role prevent you from speaking up.

• Boycott media and challenge assumptions that promote sexual violence.

Employee Reporting Obligations

As an employee, you may be the first point of contact for a survivor of sexual misconduct. You may also learn of possible sexual misconduct from a source other than the survivor. FSU is subject to several reporting laws in this area.

What to Report
In the following situations, you must report:

1. If you become aware that a student may have experienced sexual misconduct.

2. If you become aware that an individual under your supervision may have experienced sexual misconduct.

3. All incidents of sexual violence (rape, sexual assault, domestic violence, dating violence, or stalking) must be reported to the FSU Police Department.

This includes incidents that you learn of firsthand (from the survivor), secondhand (from anyone else), by witnessing the event, and through other means (media coverage, social networking, or anonymous reports).

Where to Report

• The Office of Equal Opportunity and Compliance (EOC), (850) 645-6519, if the alleged perpetrator is faculty, staff, a visitor, or a contractor; or

• The Dean of Students Department (DOS), (850) 644-2428, if the alleged perpetrator is a student.

• The FSU Police Department, (850) 644-1234 or 911 on campus, if the incident involves sexual violence.*

Failure to report in the circumstances described above can lead to disciplinary action. When in doubt, err on the side of reporting any incident of sexually inappropriate conduct.

Who is a “Supervisor”
The term supervisor is construed broadly. It includes, but is not limited to: residence hall coordinators, graduate research assistants, teaching assistants, lab technicians, principal investigators, athletic coaches, academic advisors, and faculty when interacting in a faculty-student interaction. When in doubt—report.
Confidentiality
Often a survivor will ask you not to tell anyone about the sexual misconduct they disclose to you. Unless you are a “Confidential Source,” a survivor’s request for confidentiality does not absolve you of your reporting duties to the University offices listed above. If possible, however, inform the survivor that you have a reporting obligation before they reveal their concern to you and let them know where they can discuss the situation with complete confidentiality.

If they reveal sexual misconduct to you before you can counsel them about confidentiality, let them know that you have an obligation to report the incident to University administrators, but that the University handles complaints sensitively and discreetly. Information is kept on a “need to know” basis. They can request to proceed confidentially and the University will carefully consider their request. Also let them know that they are protected from any form of retaliation for reporting sexual misconduct.

Confidential Sources
At FSU, confidential sources include: Victim Advocates, mental health counselors (such as University Counseling Center and Employee Assistance Program staff members), medical staff at the Health and Wellness Center, and pastoral counselors. These employees are not subject to the sexual misconduct reporting obligations described above.

Questions about Reporting? Call the Office of Equal Opportunity and Compliance at (850) 645-6519.

*Incidents of sexual violence involving students or individuals under your supervision must also be reported to the Office of Equal Opportunity and Compliance/Dean of Students Department. When reporting to the FSU Police Department, however, do not reveal the identity of the survivor if they ask you not to.

Sexual Misconduct Resources
Sexual misconduct, including sexual harassment, sexual violence (rape, sexual assault, domestic violence, dating violence, and stalking), and all other forms of sex discrimination, are violations of University policy and contrary to the University’s values, which recognize the dignity and worth of each person. They are also illegal. Sexual misconduct will not be tolerated by Florida State University, whether by faculty, staff, students, visitors, or others.

If you have experienced sexual misconduct, FSU wants to help. The University has policies and services available to support you.

Pertinent University Policies
- **Title IX Statement**: Outlines FSU’s Title IX obligations and identifies FSU’s Title IX Coordinators.
- **Non-Discrimination Policy**: Prohibits sex discrimination (adverse treatment or the creation of a hostile environment based on a person’s sex). Sexual misconduct, sexual harassment, and sexual violence are all prohibited forms of sex discrimination.
- **Sexual Harassment Policy**: Provides detailed guidance about the University’s prohibition against sexual harassment, which includes sexual misconduct and sexual violence as prohibited conduct.
- **Sexual Battery Policy**: Gives specific guidance for the purpose of supporting survivors of sexual violence, apprehending perpetrators, and outlining special reporting obligations for employees with knowledge of the crime.
Confidential Support
If you have experienced sexual misconduct, you may want to discuss your options on a completely confidential basis. While FSU handles sexual misconduct complaints sensitively and discreetly, many University employees, including faculty and supervisors, are required to report sexual misconduct to University administrators. If you are unsure whether someone can maintain complete confidentiality, ask them before you give details about your situation.

Staff members at the following on- and off-campus offices can maintain complete confidentiality and provide support:

<table>
<thead>
<tr>
<th><strong>FSU Victim Advocate Program</strong></th>
<th>(850) 644-7161 or (850) 644-2277</th>
<th>victimadvocate.fsu.edu</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nights/weekends (850) 644-1234</td>
<td>advocate on call</td>
<td></td>
</tr>
</tbody>
</table>

Confidential, 24-hour, free support services for survivors of sexual violence and other crimes. Services include: crisis counseling, emotional support, assistance with academic alterations, temporary safe lodging, and assistance during medical and legal proceedings (including obtaining orders of protection) and on-campus complaint processes.

<table>
<thead>
<tr>
<th><strong>FSU Counseling Center</strong></th>
<th>(850) 644-2003</th>
<th>counseling.fsu.edu</th>
</tr>
</thead>
</table>

Confidential, free, mental health counseling and referrals for FSU students. Hosts survivor support groups.

<table>
<thead>
<tr>
<th><strong>FSU Employee Assistance Program</strong></th>
<th>(850) 644-4444</th>
<th>vpfa.fsu.edu/Employee-Assistance-Program</th>
</tr>
</thead>
</table>

Confidential, free, mental health counseling, referrals, and other support services for employees.

<table>
<thead>
<tr>
<th><strong>Refuge House</strong></th>
<th>(850) 681-2111</th>
<th>refugehouse.com</th>
</tr>
</thead>
</table>

Confidential, 24-hour hotline; information and referral; crisis intervention; advocacy and accompaniment; support groups; medical referrals and follow-up; victim/survivor follow-up; shelter; emergency financial assistance; and legal assistance, including assistance in filing for protective injunctions (restraining orders) through the Refuge House office at the Leon County Courthouse.

<table>
<thead>
<tr>
<th><strong>211 Big Bend</strong></th>
<th>211</th>
<th>211bigbend.net</th>
</tr>
</thead>
</table>

Confidential, 24-hour crisis helpline and referral services for the Tallahassee community.

On Campus Complaint Resolution

<table>
<thead>
<tr>
<th><strong>FSU Police Department</strong></th>
<th>(850) 644-1234 or 911 on campus</th>
<th>police.fsu.edu</th>
</tr>
</thead>
</table>

Emergency response, crime reporting (including sexual violence), and investigation of crimes occurring on campus. The University encourages survivors to simultaneously pursue both a criminal investigation with the FSU Police Department and a University sexual misconduct complaint investigation.

<table>
<thead>
<tr>
<th><strong>Title IX Co-Coordinators</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Brandon Bowden</td>
<td>(850) 644-5590 (students)</td>
<td></td>
</tr>
<tr>
<td>Renisha Gibbs</td>
<td>(850) 644-8082 (non-students)</td>
<td></td>
</tr>
</tbody>
</table>

Oversight of University Title IX compliance (including sex discrimination, sexual harassment, and sexual violence complaint supervision) and information about University policies and complaint procedures.

<table>
<thead>
<tr>
<th><strong>Dean of Students Department</strong></th>
<th>(850) 644-2428</th>
<th>deanofstudents.fsu.edu</th>
</tr>
</thead>
</table>

Responsible for resolution of sexual misconduct complaints against students (including sexual harassment and sexual violence complaints).
Equal Opportunity and Compliance  (850) 645-6519 compliance.hr.fsu.edu
Responsible for resolution/investigation of sexual misconduct complaints against faculty, staff, visitors, contractors, and any other non-students (including sexual harassment and sexual violence complaints).

FSU EthicsPoint Hotline  (855) 231-7511 fsu.ethicspoint.com
Anonymous discrimination and sexual misconduct (including sexual harassment and sexual violence) reporting hotline.

Additional On-Campus Resources

University Health Services  (850) 644-4567 healthcenter.fsu.edu/ contactUs.html
Healthcare services for students (including emergency contraception through the Women's Clinic).

Seminole Allies and SafeZones  (850) 644-2003 safezone.fsu.edu
Support network and resources for lesbian, gay, bisexual, and transgender students and employees.

FSU MeasureUp  FSUmeasureup.com
Campaign devoted to correcting misconceptions regarding sexual violence and creating a campus culture that is less victim-blaming and more proactive in intervening to prevent sexual assault.

M.A.R.C. (Men Advocating Responsible Conduct)  sga.fsu.edu/marc/
Student group devoted to peer education regarding sexually responsible behavior.

Additional Off-Campus Services

Tallahassee Police Department  (850) 891-4200 or 911 talgov.com/tpd/tpdhome.aspx
Law enforcement authority for reporting and investigating crimes occurring off campus (in the city of Tallahassee).

Leon County Sheriff's Office  (850) 606-3300 or 911 leoncountyso.com
Law enforcement authority for reporting and investigating crimes occurring off campus (in Leon County).

Tallahassee Memorial Hospital  (850) 431-0911 tmh.org
Emergency room services and sexual assault exams (“rape kits”) by trained Sexual Assault Examiners (SAEs) for evidence collection.

Tallahassee Police Department Victim Advocacy  (850) 891-4432 talgov.com/tpd/tpd-victim.aspx
24-hour victim advocate services including: on scene assistance (crime scene, hospital, etc.) crisis counseling, support during the legal process, and emergency legal assistance (obtaining protective injunctions).

Leon County Sheriff's Office Victim Advocate  (850) 606-3478 or 606-3479 leoncountyso.com/divisions/ criminal-investigations/ victim-advocate
24-hour victim advocate services including: on scene assistance (crime scene, hospital, etc.) crisis counseling, support during the legal process, and emergency legal assistance (obtaining protective injunctions).

Florida Council Against Sexual Violence  (888) 956-7273 fcasv.org
State-wide information and resources for sexual violence.
Florida Coalition Against Domestic Violence  (800) 500-1119 or TDD (800) 621-4202  www.fcadv.org
State-wide information and resources for domestic/dating violence.

National Domestic Violence Hotline  (800) 799-7233 or TTY (800) 787-3224  www.thel hotline.org
24/7 support, crisis intervention, and referral service for survivors of domestic violence.

RAINN (Rape, Abuse & Incest National Network)  (800) 656-4673  rainn.org
Rape recovery support services.

This training booklet has been created by the Office of Equal Opportunity and Compliance, August 2014. If you have questions or need an alternate format, please call (850) 645-6519.