

Dickinson

Dickinson's Title IX & Sexual Respect Office

Your rights under Title IX and Dickinson's Sexual Harassment and Misconduct Policy:

- Throughout the investigation and grievance process at Dickinson, both complainants and respondents have a right to **respect, dignity, sensitivity and support**, which includes receiving from Dickinson courteous, fair and respectful health care and counseling services where available.
- The right to have disclosures of sexual harassment, domestic violence, dating violence, stalking, sexual exploitation, sexual assault and retaliation **treated seriously**.
- The right to **make a report** to Dickinson's Department of Public Safety and local law enforcement.
- The right to decide about **whether or not to disclose** a crime or violation and participate in Dickinson's sexual harassment and misconduct process and/or criminal justice process free from pressure by the college.
- The right to be **informed of college policies and procedures** and to have those policies and procedures followed whenever possible.
- The right to have the college keep your name and other information related to your case **as private as possible**. Information related to your case will be distributed on a need-to-know basis only. "Need-to-know" is typically defined by that level of information that is necessary to coordinate the provision of support services, to protect the safety of individuals or community members or to administer the college grievance process.
- The right to be **accompanied by an advisor** of your choice during any Title IX meeting, interview or hearing.
- The right to **access appropriate resources and support services** that can help to minimize unnecessary negative impact of the process on your educational opportunities. Available resources and supportive measures may include:
 - » reasonable academic accommodations (including modifications to class or exam schedules, or extended deadlines on coursework)
 - » housing modifications (including permanent or temporary room re-assignments, or the provision of a temporary "safe space" on campus)
 - » free confidential counseling and emotional support
 - » access to free or low-cost healthcare options; and/or referrals to local community agencies for services.
- The right to be **notified of the timeframe** for major stages of the grievance process.
- The right to have a **reliable, thorough and impartial investigation**, including the right to meet with an investigator to present relevant information, witnesses and other evidence. In addition, you have the right to review the investigative report prior to any hearing with the college.
- The right to have a determination of the facts of your case be based on a **preponderance of evidence** (more likely than not standard).
- The right to be **notified in writing** of the outcome of any grievance process related to your case.
- The right to be **protected from retaliation** by any member of the college community for participating in the college process.
- If/when an outcome has been determined with respect to your case, the right to **access an appeal process** in accordance with the college's policies and procedures.



For more information,
visit [Dickinson.edu/titleix](https://dickinson.edu/titleix)