

## VICTIM'S RIGHTS AND SERVICES

The victims of sexual assault/misconduct or unwelcome/non-consensual sexual contact will be:

- ✓ afforded the same access to legal guidance as the accused;
- ✓ afforded the same opportunity to have others present during any campus disciplinary proceeding that is allowed the accused with exceptions to conflicts of interest circumstances;
- ✓ notified immediately, simultaneously and in writing of the outcome of the disciplinary proceeding against the accused; appeal procedures; any change to the result before it becomes final; and when the result becomes final. Note that the accused is entitled to these same rights.

Regardless of whether the alleged crime is formally reported to campus or civil authorities, the College's medical, counseling and other services are available for victims. The full, prompt and victim-sensitive cooperation of College personnel with guidance on how to obtain, secure and maintain evidence, including a medical examination when necessary to preserve evidence of the assault will be provided to all victims. In order to preserve evidence, the College encourages victims not to shower or cleanse in any manner; urinate, brush teeth or gargle, eat, drink, smoke or change clothes prior to going to the hospital. Evidence can be collected up to five days after the incident. The East Orange Mobile Crisis Unit is available for assistance and can be contacted at 973-266-4478. That unit is able to send a crisis worker to talk to any victim and transport him/her to the East Orange General Hospital Emergency Room, if desired by the victim. Counseling is available at the College to assist the recovery of victims. In addition to the East Orange Hospital, the Family Service League (FSL) (<http://www.familyserviceleague.org/>) of Montclair NJ is also a major resource. The FSL is the designated Essex County Rape Care Center.

## IMPORTANT PHONE NUMBERS

### ON CAMPUS

Main Phone Number . . . . . (973) 748-9000  
Personal Counselor. . . . . ext. 1403  
Health Services Officer . . . . . ext. 1360  
Residential Education and Housing . . . . . ext. 1247  
Chaplain . . . . . ext. 1393  
Security . . . . . Dial 0 or ext. 1366  
. . . . . 1-800-809-2222 (Toll Free)

### OFF CAMPUS

#### Bloomfield Police

Emergencies. . . . . 9-1-1  
Non-Emergency. . . . . (973) 680-4141  
Detective Bureau . . . . . (973) 680-4084

#### Medical

Mountainside Hospital, Montclair . . (973) 429-6000  
Clara Maass, Belleville . . . . . (973) 450-2000

#### HIV Testing (Confidential)

East Orange Primary Care . . . . . (973) 675-1900

#### Pregnancy

Planned Parenthood. . . . . (973) 622-3900  
Birthright . . . . . (973) 743-2061

#### Mental Health

East Orange Crisis Intervention . . . (973) 672-9685  
Community Health Care Counseling  
for Belleville. . . . . (973) 450-3100

#### Community Resources

Safe House – Shelter, Counseling,  
Housing and Legal Advocac. . . . (973) 759-2154  
Essex County Family  
Violence Program . . . . . (973) 484-4446  
Domestic Violence Services  
for Men Who Batter – UMDNJ . (973) 972-6421  
NCJW Center for Women . . . . . (973) 994-4994  
NJ Coalition for Battered Women/  
Lesbian Helpline . . . . . 1 (800) 224-0211



**BLOOMFIELD  
COLLEGE**

## QUICK FACTS:

# Sexual Assault and Sexual Harassment



## INTRODUCTION

Bloomfield College does not discriminate on the basis of sex either in employment or in its academic programs or activities. Federal and state laws prohibit discrimination in employment. Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of sex in education programs or activities.

The College's policy is to ensure that all employees and students of Bloomfield College have a work and learning environment free of any type of unlawful discrimination, including freedom from sexual harassment and sexual assault.

## WHERE IS THE COLLEGE'S COMPLETE POLICY ON SEXUAL ASSAULT?

The College's Policy on Sexual Assault is in the 2019-20 Bloomfield College Policies Brochure on pages 37-49. The Policy is also available on the College Website via the following link at <http://www.bloomfield.edu/student-life/safety-security/sexual-assault>. The hard copy of the Policy Brochure is available upon request in the Human Resource Office on the second floor of Knox Hall; the Student Center at the CSLE Office and the Wellness Center – both located in Talbott Hall; and in the Central Student Affairs Office at 208 Liberty Street.

## WHAT IS SEXUAL ASSAULT?

**SEXUAL ASSAULT/MISCONDUCT** means any form of sexual contact with another person without effective consent.

**SEXUAL CONTACT** means any intentional touching, either directly or through clothing, of the victim's or actor's intimate parts for the purpose of degrading or humiliating the victim or sexually arousing or sexually gratifying the actor including sexual contact of the actor with himself if in the view of the victim whom the actor knows to be present. Any act of intercourse of any form without effective consent is a form of sexual assault.

## WHAT IS EFFECTIVE CONSENT?

**EFFECTIVE CONSENT** is clear, informed, and freely given by both individuals. Silence does not equal consent. It is

communicated by mutually understandable words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity by persons of legal age. Consent obtained through coercion, intimidation, force or threat of force against the victim or another is not effective consent. Effective consent may never be given by minors, mentally disabled persons, and those who are incapacitated as a result of alcohol or drug consumption (voluntary or involuntary) or those who are asleep, unconscious, unaware or otherwise mentally or physically helpless. Effective consent to one form of sexual activity cannot imply consent to other sexual acts. A previous relationship or previous consent, including a dating relationship or previous sexual involvement, does not imply consent to future sexual acts. Consent may be withdrawn by either party at any time by an outward demonstration through words or actions to end sexual activity immediately and without question.

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal, physical, virtual (via social media post, pictures, videos, voicemail and e-mail messages, text messages, etc.) conduct of a sexual nature when: submission to such conduct is explicitly or implicitly made a term or condition of an individual's employment or academic status; submission to such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; and when such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile or offensive environment.

## HOW CAN I REPORT AN INCIDENT OF SEXUAL ASSAULT OR SEXUAL HARASSMENT?

There are several options available to victims of dating violence, domestic violence, sexual assault, stalking, or other sexual misconduct. The victim may report the crime directly to the Bloomfield Police Department. The College's Human Resource or the Office of Student Affairs can assist with this process. Students may also report the incident to a "responsible employee". A "responsible employee" is a College employee who has the authority to redress sexual violence, and the duty to report incidents and help with

finding an immediate resolution. A responsible employee is a College Dean; Department Director or Manager; Faculty or Instructors; or a Public Safety/Security Officer.

## HOW CAN I HELP SOMEONE THAT HAS BEEN A VICTIM OF SEXUAL ASSAULT OR SEXUAL HARASSMENT?

You can help someone who has been a victim by listening and offering comfort. Go with her or him to Campus Security; the Student Affairs Office; Human Resources Office; the local police; the hospital, or to the Counseling Center. Reinforce the message that she or he is not at fault and that there are resources available for help.

## WHAT SHOULD I DO IF I AM A VICTIM OF RAPE?

Try your very best to find a place of comfort and personal safety and courage to speak with someone about what occurred (friend, relative, college official). Rape is a crime that should be reported to the local police. It is important to remember to seek medical attention immediately. Do not shower, change clothes, eat or drink anything before seeking medical assistance.

## HOW CAN I LOWER THE RISK OF SEXUAL ASSAULT?

There are things you can do to reduce your chances of being sexually assaulted. Follow these tips from the National Crime Prevention Council.

- // Be aware of your surroundings — who's out there and what's going on.
- // Walk with confidence. The more confident you look, the stronger you appear.
- // Know your limits when it comes to using any substance that can impair your judgment or ability to defend and protect yourself.
- // Be assertive — don't let anyone violate your space.
- // If you sense any level of discomfort or danger, leave the area of threat.