



## Employee Sexual Assault Bill of Rights

The State University of New York and Niagara County Community College are committed to providing options, support and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in College programs, activities, and employment. . **All victims/survivors of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad.:**

### ***All employees have the right to:***

1. Make a report to local law enforcement and/or state police.
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously.
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure from the institution.
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard.
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available.
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations.
7. Describe the incident to as few institutional representatives as practical, and not to be required to unnecessarily repeat a description of the incident.
8. Be free from retaliation by the institution, the accused and/or respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution.
9. Access to at least one level of appeal of a determination.
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process.
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

## ***Options in Brief:***

Victims/survivors have many options that can be pursued simultaneously, including one or more of the following:

- Receive resources, such as counseling, medical attention or advocate through the YWCA.
- Confidentially or anonymously disclose a crime or violation and find additional information: (<https://www.niagaracc.suny.edu/sexual-assault/>)
- Make a report to:
  - An institution employee with the authority to address complaints, including the Title IX Coordinator, Vice President for Student Services or Director of Human Resources for Diversity & Inclusion.
  - Campus Safety.
  - Niagara County Sheriff's Department or State Police.
  - Family Court or Civil Court.