

NUMBER: STAF 1.09
SECTION: Division of Student Affairs and Academic Support
SUBJECT: Prior Relationship Violence, Stalking and Harassment
Policy (In effect before November 16, 2018)
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REVISED:
Policy for: Columbia Campus
Procedure for: Columbia Campus
Authorized by: Dennis A. Pruitt
Issued by: Student Health Services

I. Policy

The University of South Carolina as an institution recognizes that acts of interpersonal violence (including relationship violence, stalking and harassment) are serious issues and as an institution we are committed to providing advocacy, intervention, and prevention education to our campus community. The university will not tolerate acts of interpersonal violence. All reported instances will be investigated and appropriate disciplinary, criminal, and/or legal action will be taken. Appropriate support services will be made available to students, faculty, and staff. This policy applies to all members of the University community regardless of sexual orientation or gender identity.

As members of the University community, all individuals are expected to comply with and abide by the University policies and guidelines, Title IX, in addition to federal, state, and local laws whether off campus or on-campus. The use of alcohol and other drugs in conjunction with acts of interpersonal violence does not mitigate accountability for the commission of these acts or diminish the seriousness of the offense. The Student Right-to-Know and Campus Security Act (the Clery Act) of 1990 mandates the annual disclosure of statistics of violent acts known to have occurred within the university's jurisdiction. The survivor's identity is not disclosed, in any such statistical reporting.

Any act that constitutes interpersonal violence or sexual assault of another person will not be tolerated and is a violation of the university's Code of Student Conduct, and may result in sanctions ranging from probation to expulsion. Disciplinary action on the part of the university does not preclude the possibility of criminal charges against the individual. For additional information, reference University Policies STAF 1.08 Sexual Assault and STAF 6.24 Student Non-Discrimination and Non-Harassment Policy. For additional resources and information, visit <http://www.sc.edu/sexualassault>.

The University of South Carolina promotes and supports programs, actions, and services designed to prevent or reduce the risk of relationship violence and stalking on campus and

among students. Students are encouraged to use services provided by the Sexual Assault and Violence Intervention & Prevention Office (SAVIP). The University strongly encourages all members of the campus community to provide a written or verbal report to the university police regarding any incident of sexual assault or interpersonal violence. Whether legal or disciplinary action is desired, an anonymous report may be filed at any time with Student Health Services Sexual Assault and Violence Intervention & Prevention (SAVIP). This report provides University staff with information about the crime that may be valuable in their efforts to prevent future crimes and educate others.

A. Rationale

The University of South Carolina is an educational community bound by common standards of conduct and a commitment to its educational mission. Relationship violence, stalking and harassment interferes with the educational mission by:

1. Endangering the physical and emotional safety of community members;
2. Damaging trust in the community;
3. Offending the dignity and violating the autonomy of community members;
4. Disrupting the academic progress of victims or survivors during the abusive relationship and during any subsequent attempt at recovery.

The University strongly encourages all members of the campus community to provide a written or verbal report to the university police regarding any incident of relationship violence, stalking and harassment. Whether legal or disciplinary action is desired, an anonymous report may be filed at any time with the Sexual Assault and Violence Intervention & Prevention (SAVIP). This report provides University staff with information about the crime that may be valuable in their efforts to prevent future crimes and educate others.

B. University Definitions

For the purpose of this policy and related procedures, the terms are defined as one or more of the following:

1. Interpersonal Violence - acts of relationship violence (domestic, dating), stalking, harassment, sexual assault etc.
2. Advocate - a trained professional who interacts with another person while supporting and empowering them to make informed choices, as well as assist with an explanation of what services can be offered through the criminal and social justice systems. Advocates are located primarily in the following areas on USC's campus but not limited to: SAVIP, USCPD.

3. Advisor - is a person who gives advice, leads a group and/or provides assistance in order to support an individual's needs. Advisors are located primarily in the following areas on USC's campus but not limited to: academic offices and/or programs, professional staff within Student Affairs and Student Life, other administrative offices, and USCPD.
4. Domestic Violence - includes asserted violent offenses committed by the victim's current or former partner, or spouse. For purposes of this policy and related procedures, the term domestic violence is defined as physical behavior (e.g. slapping, pulling hair, punching), threats of abuse (e.g. threatening to hit, harm or use a weapon on another, or other forms of verbal abuse), and emotional abuse (e.g. harassment).
5. Dating Violence - means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
6. Stalking - also addressed by this policy is stalking which is defined as a pattern of conduct that is intended to cause or does cause a person to fear death or death of others important to that person, assault or assault of others important to that person, bodily injury or bodily injury of others important to that person, sexual assault or sexual assault of others important to that person, involuntary restraint or involuntary restraint of others important to that person, damage to property or damage to property of others important to that person, confinement or confinement of others important to that person, or threats of harassment via electronic devices to include but not be limited to e-mail, Facebook, Twitter, blogs, phone, fax, or to suffer substantial emotional distress. The relationship between the perpetrator and the victim may be a current or former partner or spouse, dating relationship, acquaintance, or stranger.
7. Discrimination - is the unfair or unequal treatment of an individual or a group based upon race, color, national origin, religion, sex, gender, age, disability, sexual orientation, genetics, veteran status, or any other category protected by law, that interferes with or limits the ability of an individual or group to participate in or benefit from the services, activities, or privileges provided by the University.
8. Harassment - is a specific type of illegal discrimination. It includes conduct (oral, written, graphic, or physical) which is directed against any student or group of students because of or based upon one or more of the characteristics articulated in item 7 above, that is sufficiently severe, pervasive, or persistent so as to interfere with or limit the ability of an individual or group to participate in or benefit from the programs, services, and activities provided by the University. Such harmful conduct may include, but is not limited to, objectionable epithets, demeaning depictions or treatment, and threatened or actual abuse or harm. Harassment does not include the use of materials by students or discussions involving students

related to any characteristic articulated above for academic purposes appropriate to the academic context.

9. Sexual harassment is a specific type of discrimination which is defined as unwelcome conduct of a sexual nature that is sufficiently severe or pervasive that it adversely affects a student's or student group's ability to participate in or benefit from the programs and services provided by the University. Examples of conduct that may constitute sexual harassment in violation of this policy include, but are not limited to, the following types of unwelcome and harmful behavior:
 - a. Physical Conduct
 - i. Unnecessary or unwanted touching, patting, massaging, etc.
 - ii. Impeding or blocking movements
 - iii. Acts of sexual violence
 - iv. Other unwanted conduct of a physical nature
 - v. Non-Verbal Conduct
 - vi. Suggestive or insulting gestures or sounds
 - vii. Verbal Conduct
 - viii. Direct propositions of a sexual nature
 - ix. Sexual innuendos and other sexually suggestive or provocative behavior
 - x. Repeated, unwanted requests for dates
 - xi. Repeated inappropriate personal comments
 - xii. Unwelcome and inappropriate letters, telephone calls, electronic mail, or other communication or gifts
 - xiii. Requests for sexual favors
10. Confidential Resources- Confidential reporting resources are not required to report the survivor's identity when reporting the incident to campus and/or local authorities.

E. Criminal Definitions

1. The South Carolina Code of Laws (SC Code Ann. Sec. 20-4-20, & 16-25-10) defines domestic abuse as "physical harm, bodily injury, assault or the threat of physical harm" directed toward "persons who have a child in common, and persons cohabiting or formerly cohabiting." Given the nature of the University community, we choose to expand this definition of "domestic" to also include current or former dating relationships.
2. The South Carolina Code of Laws (SC Code Ann, Sec. 16-3-1700) defines harassment as a "pattern of intentional, substantial and unreasonable intrusion into the private life of a targeted person that causes the person and would cause a reasonable person in their position to suffer mental distress." The law describes the punishment associated with a harassment conviction. Harassment is a Class B misdemeanor and punishment can range from a \$200 fine and 30 days in jail up to a \$1,000 fine and not more than 1 year in jail.
3. The South Carolina Code of Laws (SC Code Sec. 16-3-1700) defines stalking as a "pattern of words or conduct that is intended to cause, and does cause, a targeted person and would cause a reasonable person in the targeted person's position to fear death of the person or others important to that person, assault upon the person or others important to that person, bodily injury to the person or others important to that person, criminal sexual contact on the person or others important to that person, confinement of the person or others important to that person, or damage to the property of the person or others important to that person.
4. The law describes the punishment associated with a stalking conviction. Stalking can be charged as a Class B misdemeanor with punishment of a fine not more than \$500 and imprisonment of not more than 30 days. Additionally, anyone convicted of two violations must be fined not more than \$3,000 and imprisoned not more than 3 years, or both. Stalking can range from a Class B misdemeanor to a Class D felony with punishment of a fine not to exceed \$1,000 and imprisonment of not more than 1 year to a fine of \$10,000 and imprisonment of up to 15 years.

F. Victim's Bill of Rights

These rights include, but are not limited to, the following:

1. All students have the right to an environment free from physical assault, emotional abuse, sexual intimidation, or any behaviors that interfere with students attaining their educational goals.
2. In keeping with spirit of the State of South Carolina's Act 141: Victim and Witness Services, victims of relationship violence who report their experience to

University officials can anticipate that University personnel will treat all incidents of relationship violence seriously.

3. Victims will be treated with dignity and respect.
4. Victims will be treated in a non-judgmental manner.
5. Campus organizations and services that can assist victims will be identified.
6. When a crime is reported to University officials, those officials will offer assistance in notifying proper authorities.
7. In a student judicial hearing, the University brings allegations against the accused, and the victim assumes the role of a witness to the allegations.
8. When a victim reports an incident of relationship violence and action is pursued against the alleged assailant, the incident will be investigated and adjudicated by appropriate criminal and/or University authorities.
9. Victims have the choice to have an advocate and/or advisor accompany them through University disciplinary proceedings.
10. A victim will be notified of the progress of the case, including initial contact with the alleged assailant and outcomes related to University discipline proceedings. Concerning these outcomes, the victim and charged student must respect the privacy rights of all involved.
11. University personnel will cooperate in obtaining, securing and maintaining evidence (including a medical examination), necessary in legal proceedings.
12. Victims will be informed of counseling services available.
13. Victims can request immediate on-campus housing relocation, transfer of classes, or other steps to prevent unnecessary or unwanted contact or proximity to an alleged assailant. When reasonably possible, requests will be accommodated.

II. Procedure

A. Services:

1. Sexual Assault and Violence Intervention & Prevention (SAVIP) Department
 - a. SAVIP assists members of the University community with support, crisis intervention, accompaniment for medical procedures and judicial processes, educational and prevention programs and identifying additional

resources for victims/survivors of interpersonal violence (ie., relationship violence, stalking, harassment and sexual assault).

- b. This department may also assist in coordinating other services listed throughout this policy and eliminate the need for victims to make multiple phone calls.
- c. The Sexual Assault and Violence Intervention & Prevention (SAVIP) department may be utilized by all members of the University community. It is located on the lower level of the Thomson Student Health Center. The department is open Monday through Friday from 8:00am to 5:00pm and may be contacted by calling 803-777-8248. The department also provides 24/7 emergency hours. To reach an advocate after normal hours please call the University's Department of Law Enforcement and Safety dispatchers at 803-777-4215. Inform the dispatcher that you want to speak with the on-call SAVIP advocate and leave at least your first name and phone number so that the SAVIP advocate can return your call ASAP. SAVIP advocates are available to provide services and accompany you to the hospital and provide services regardless of whether or not the individual wishes to file charges.

2. Other services/resources available include but are not limited to:

- a. Temporary housing is available to assist a victim with housing needs, such as relocation. Contact SAVIP at 803-777-8248 or housing at 803-530-9477.
- b. Professional counseling from the Counseling and Human Development Center (on-campus), 803-777-5223. Acts of relationship violence, harassment, and/or stalking are a traumatic experience and counseling can help the victim resolve feelings about the experience and more quickly become a survivor.
- c. South Carolina Law Enforcement information can also be obtained from the USC Victim/Witness Coordinator, 803-777-8400, located in Law Enforcement and Safety Department. The Coordinator can assist the victim in understanding criminal and civil procedures as well as the USC Student Discipline system.
- d. The Office of Student Conduct (OSC) resolves allegations of Student Code of Conduct violations including relationship violence, stalking, harassment and sexual assault. The OSC can provide students with a No Contact provision which prohibits any form of contact from another student. The phone number is 803-777-4333. Campus conduct procedures and Title IX procedures both provide for the needs of victims or survivors and protect the rights of alleged assailants.

- e. Office of Equal Opportunity Programs ensures that students of USC are protected against discrimination on the basis of race, color, sex, age, religion, national origin, disability, sexual orientation, or veteran status. This office can be contacted at 803-777-3854. Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. USC is an institution that must comply with Title IX. Acts of relationship violence, stalking, harassment and sexual violence constitute forms of sex discrimination prohibited by Title IX. This office can assist the victim with filing a Title IX compliant and investigating the allegations.
- f. SC Bar Association Lawyer Referral Service, 1-800-868-2284, can assist victims in finding an attorney to represent them in civil and criminal proceedings.
- g. Additional Sexual Assault and Violence Intervention & Prevention follow-up assistance. Follow-up assistance includes but is not limited to academic assistance, assistance with obtaining no contact orders, restraining orders, law enforcement referrals and accompaniment, court accompaniment, application for state assistance, and medical referrals. Advocates can help survivors understand options and can help with appropriate referrals at any time. They can also be contacted by faculty/staff/students with questions about this policy, referrals, or other specific information/concerns. Contact 803-777-8248.

B. What to do to if you or someone you know has been subjected to relationship violence and/or stalking or harassment:

1. Go to a safe location.
2. Contact Campus Police 803-777-9111 or call the local police department immediately at 911.
3. Contact Student Health Services Sexual Assault and Violence Intervention & Prevention department at 803-777-8248 during business hours or 803-777-9111 after hours for advocacy services and assistance. This service is provided 24/7.
4. Seek medical care immediately at Palmetto Richland Emergency Room or the nearest emergency room. The Thomson Student Health Center (SHS) 803-777-3175 located behind the Russell House can also provide medical care.
5. Talk to a counselor for emotional support and advocacy. You can speak with a counselor on campus confidentially at the Counseling and Human Development Center at 803-777-5223.

6. If you prefer to seek confidential counseling off- campus, call Sistercare, Inc. (Women’s Domestic Abuse Center) 803-765-9428, Domestic Abuse Center (Male & Female Abuser Program), 1300 Pickens Street, 803-256-0468.
7. If the alleged assailant is a USC student, a formal report can be filed with the Office of Student Conduct (OSC) at 803-777-4333. OSC can help a survivor file a complaint (different from a police report) against an alleged assailant; conduct an investigation; and arrange protective measures including no-contact orders, residence hall changes and class schedule changes. This can be done in addition to filing a report with Campus Police and/or local law enforcement (City of Columbia Police or Richland County Police).
8. Contact the University’s Victim Coordinator/Advocate through Law Enforcement at 803-777-8400 who can provide on-going assistance in pursuing criminal prosecution and financial services.
9. Contact the University’s Office of Equal Opportunity Programs (EOP) at 803-777-3854. This office can assist the victim in filing a Title IX compliant and investigating the allegations.
10. Call a trusted friend, family member or someone else who can provide support.

C. Reporting of Interpersonal (Relationship) Violence and/or Stalking

All victims and individuals having knowledge of relationship violence, stalking or harassment are strongly encouraged to report the incident to law enforcement agencies, Equal Opportunity Program (EOP) and/or Sexual Assault and Violence Intervention & Prevention (SAVIP) immediately. If someone tells you he or she has been a victim of interpersonal violence, it is your responsibility to inform the survivor that ***you cannot guarantee his/her anonymity or confidentiality but you will do your best to honor any such request.*** If the survivor wants a guarantee of confidentiality he/she must seek one of the **confidential** resources listed below. **Confidential reporting resources are not required to report the survivor’s identity.**

If a victim chooses not to report the incident to law enforcement, EOP or SAVIP they have an anonymous reporting option <http://www.sa.sc.edu/shs/savip/report/> .

If someone you know has been a victim of relationship violence, stalking and harassment the same reporting options are available for faculty, staff and/or administrators. The appropriate form to report these whether the victim decides to report to law enforcement is located at <http://www.sa.sc.edu/shs/savip/report/> .

1. Contact Campus Police 803-777-9111. You may ask to speak with their Victim Coordinator/Advocate or call the local police department immediately at 911.

2. Contact SAVIP at 803-777-8248 during business hours or 803-777-9111 after hours for advocacy assistance. This service is provided 24/7. A victim can seek emotional support from USC's SAVIP advocates and they are available 24/7. SAVIP is a **confidential source**.
 - a. Whether legal or disciplinary action is desired, an anonymous report may be filed by anyone, with SAVIP or on line at <http://www.sa.sc.edu/shs/savip/report/>.
 - b. This report provides information about the crime that may be valuable in their efforts to prevent future crimes and educate other students about high-risk areas.
3. Seek Medical Attention if necessary, Palmetto Health Richland Emergency Room. Hospitals are a **confidential source**.
 - a. If a victim chooses not to go to a hospital, the victim is strongly urged to seek appropriate medical attention. The Thomson Student Health Center (**confidential source**) provides quality, confidential medical services. 803-777-3175.
 - b. If the survivor/victim decides to go to the hospital, transportation may be provided by the police with jurisdiction, the USC first responders, or by a friend or family member. An SAVIP advocate can assist in facilitating transportation and will accompany the survivor to the hospital, but cannot transport the survivor. Some survivors of relationship violence do not come forward until days, weeks, months, or even years after the assault, however all of the same procedures apply. The victim is still encouraged to report the assault to the police and receive medical attention to rule out physical injury, and to seek counseling.
4. Contact the Counseling and Human Development Center at 803-777-5223 or Psychiatric Services at 803-777-1833 to receive confidential counseling or advice. The Counseling Center and Psychiatric Services are **confidential sources**.
5. University officials should contact the Office of Equal Opportunity Programs to file a report or complete the form located at <http://www.sa.sc.edu/shs/savip/report/>. This office ensures that students are protected against discrimination on the basis of race, color, sex, age, religion, national origin, disability, sexual orientation, or veteran status. Contact information 803-777-3854. This office can assist in filing a Title IX complaint and investigating the allegations. Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. USC is an institution that must comply with Title IX. The Office of Equal Opportunity Programs can assist the victim with filing a Title IX complaint and investigating the allegation.

6. Victim/survivor may also choose to file a report with the University's Office of Student Conduct or the University's Office of Equal Opportunity Programs. An explanation of this procedure can be obtained by calling (803)777-4333 or (803) 777-3854. The student conduct and Office of Equal Opportunity policies and procedures are also described in University Policies STAF 6.24 Student Non-Discrimination and Non-Harassment Policy and STAF 6.26 Student Code of Conduct.

University conduct proceedings and University Office of Equal Opportunity Programs procedures will provide a prompt, fair, and impartial investigation and resolution, and will be conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. During the pendency of the investigation, the Office of Student Conduct and Office of Equal Opportunity Programs will take appropriate interim measures to protect the complainant as necessary. These interim measures may include options to avoid contact with the alleged perpetrator as well as options to allow the complainant to change academic and extracurricular activities or his or her living, transportation, dining, and working situation as appropriate. Additionally, the complainant will be provided information about his or her Title IX rights and any available resources such as victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, legal assistance, and the right to report a crime to campus or local law enforcement.

D. Sanctions

1. University students or employees who are determined to have violated applicable University policies regarding relationship violence, domestic and dating violence, stalking and harassment may be subjected to sanctions ranging from a written warning or reprimand, to suspension, expulsion, or termination, depending on the facts and circumstances of the particular case and legal prosecution. Possible sanctions for University students may include the following:
 - a. Issuance of a no contact order
 - b. Campus restrictions
 - c. Conduct probation
 - d. Assessment with a counseling agency
 - e. Removal from University Housing
 - f. Suspension

- g. Expulsion
2. Protection: No officer, employee or agent of the University shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision of this policy. Any such conduct will be disciplined, which may include termination or expulsion.

E. Educational Resources

1. The offices listed below within the University of South Carolina and the Columbia community provide a variety of educational offerings designed to promote the awareness of relationship violence, rape, acquaintance, rape, domestic violence, dating violence, sexual assault and stalking.
 - a. University Police Department (USCPD), 1501 Senate Street, 803-777-4215 for Dispatch, or emergencies at 803-777-9111.
 - b. Sexual Assault and Violence Intervention & Prevention (SAVIP), First Floor, Student Health Center, 803-777-8248.
 - c. Counseling and Human Development Center (CHDC), Byrnes Building, 7th Floor, 803-777-5223. Psychiatric Services, Thomson Health Center 3rd Floor 803-777-1833
 - d. Sexual Trauma Services of the Midlands (STSM), 3700 Forest Drive, Suite 350, 803-777-RAPE.
 - e. Sistercare, Inc. (Women's Domestic Abuse Center) 803-765-9428, Domestic Abuse Center (Male & Female Abuser Program), 1300 Pickens Street, 803-256-0468
 - f. Changing Carolina Peers, Student Health Center, 803-777-8248.
 - g. Office of Student Conduct (OSC), Byrnes Building, 2nd Floor, 803-777-4333
 - h. Office of Alcohol and Drug Programs, Lower Level, Russell House, 803-777-7716.
 - i. Office of Fraternity and Sorority Life, Lower Level, Russell House, 803-777-3506.
2. The University will provide educational offerings and programs that include primary prevention and awareness programs for all incoming students and new employees, as well as ongoing prevention and awareness campaigns for students, faculty and staff. Additionally, these University educational offerings and

programs will include information contained in applicable University policies and procedures regarding domestic violence, dating violence, sexual assault, and stalking as well as information regarding the following:

- a. Safe and positive options for bystander intervention
- b. Risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks
- c. Possible University sanctions or protective measures that may be imposed following a final determination of a University disciplinary procedure against a student, employee, or other individual over whom the University has disciplinary jurisdiction
- d. Procedures victims should follow if a sex offense, domestic violence, dating violence, sexual assault, or stalking has occurred
- e. Procedures for institutional disciplinary action in cases of alleged domestic violence, dating violence, sexual assault or stalking
- f. Procedures for protecting the confidentiality of victims to the extent permissible by law
- g. Written notification of students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims both on-campus and in the community
- h. Written notification of victims about options for, and available assistance in, changing academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

F. Confidentiality

1. The University encourages victims of relationship violence, stalking, harassment and/or sexual assault to talk to somebody about what happened – so victims can get the support they need, and so the University can respond appropriately. Different University employees have different abilities to maintain a victim’s confidentiality.
2. Certain University employees may talk to a victim in confidence, and generally only report to the University that an incident occurred without revealing any personally identifying information about the victim. Disclosure to these employees will not trigger a University investigation into the incident against the victim’s wishes. While maintaining a victim’s confidentiality, these employees

or their office should report the nature, date, time, and general location of the incident to the University's Title IX coordinator in the Office of Equal Opportunity Programs. An anonymous report may also be filed at <http://www.sa.sc.edu/shs/savip/report/>. This limited report – which includes no information that would directly or indirectly identify the victim – helps keep the Title IX coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem and formulate appropriate campus-wide responses. A victim can seek assistance and support from employees working in the following locations without triggering a University investigation that could reveal the victim's identity:

- a. **Confidential Source:** Thomson Student Health Center, 1409 Devine Street, 803-777-3175
 - b. **Confidential Source:** Psychiatric Services and Counseling & Human Development Center, Byrnes Building, 7th floor, 901 Sumter Street, 803-777-5223
 - c. **Confidential Source:** Sexual Assault and Violence Intervention & Prevention (SAVIP), First Floor, Student Health Center, 803-777-8248
3. Other University employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the University's Title IX coordinator, who is the head of the University's Office of Equal Opportunity Programs. A report to these employees (called "responsible employees") constitutes a report to the University – and generally obligates the University to investigate the incident and take appropriate steps to address the situation. A responsible employee must report to the Title IX coordinator all relevant details about the alleged sexual violence shared by the victim and that the University will need to determine what happened – including the names of the victim and alleged perpetrator(s), and witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to a responsible employee will be shared only with University personnel responsible for handling the University's response to the report. The following employees on the Columbia campus are the University's responsible employees for Title IX purposes:

President
Executive Vice President for Academic Affairs and Provost
Vice President for Student Affairs
Athletics Director
Deans
Department Chairs
Director of University Housing
Director of Student Conduct

Director of Equal Opportunity Programs
Director of Law Enforcement & Safety

4. If the victim wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the victim that the University will consider the request, but cannot guarantee that the University will be able to honor it. The employee should also inform the victim that honoring the request may limit the University's ability to fully respond to the incident, including pursuing disciplinary action against the alleged perpetrator. The employee should inform the victim that federal law protects the victim against retaliation and that the University will take steps to prevent retaliation. If the victim still wants confidentiality, the employee must immediately submit the request to the University's Title IX coordinator. The University has designated its Title IX coordinator to evaluate requests for confidentiality made to any responsible employee. The Title IX coordinator will consider the applicable range of factors in evaluating the request.

III. Related Policies

This policy is subject to change to comply with changes in relevant laws and University operating procedures. See also:

University Policy STAF 1.08 Sexual Assault
<http://www.sc.edu/policies/ppm/staf108.pdf>

University Policy STAF 6.26 Student Code of Conduct
<http://www.sc.edu/policies/ppm/staf626.pdf>

University Policy STAF 6.24 Student Non-Discrimination and Non-Harassment Policy
<http://www.sc.edu/policies/ppm/staf624.pdf>

South Carolina Code of Laws
<http://www.sc.gov/pages/external.aspx?http://www.scstatehouse.gov/code/statmast.php>

IV. Reason for Revision

Significant changes to the wording and structure of the policy to reflect a clearer understanding of the policy. A more comprehensive description of the hearing options for alleged students was also addressed. Also included information regarding University Policy STAF 6.24 Student Non-Discrimination and Non-Harassment and role of EOP and Title IX updates.