



Hansard Society Scholars

Title IX Compliance

Sexual Assault and Sexual Harassment Policy



Hansard
Society
Scholars

I. Policy Statement

In compliance with the Title IX of the U.S. Educational Amendments Acts of 1972 and its implementing regulations, as well as the Violence Against Women Act (VAWA), Hansard Society Scholars (HSS) prohibits discrimination based on sex in its educational programmes and activities. This includes the offenses of:

- Dating violence
- Domestic violence
- Gender harassment
- Discrimination based on pregnancy and parental status
- Sexual Assault
- Sexual harassment
- Stalking

In addition, Hansard Society Scholars reaffirms its commitment to maintain a safe learning environment emphasizing the dignity and worth of all members of the scholars community. As a result, the Hansard Society issues this statement of policy to inform the community of our comprehensive plan to improve awareness and prevention and to address sexual misconduct when it is reported to a Responsible Employee, whether the incident occurred on a programme facilitated event or not.

Reported incidents will be thoroughly investigated and violators will be met with appropriate disciplinary action, up to and including separation or dismissal from the programme. Any action taken as a result of a violation of this policy will be in consultation with the home institution.

A. Scope

This policy applies to Hansard scholars, faculty, staff, and administrators, as well as any visitors or guest speakers, at all times.

B. Definitions

Hansard Society Scholars adheres to the following definitions applicable to this policy:

1. **Complainant** – Any person who files a report of sexual violence or sexual harassment or other prohibited behaviour or retaliation or any person who has been the alleged subject of such prohibited conduct or retaliation.

2. **Dating Violence** – violence committed by a person:

- Who is or has been in a social relationship or a romantic or intimate nature with the victim.
- The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship.

For the purpose of this definition:

- Dating violence includes a pattern of behaviour in which a person who is or has been in a social relationship of a romantic or intimate nature with another person uses or threatens to use physical violence, coercion or other forms of mental/emotional abuse to control that person.
- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

3. **Domestic violence** – felony or misdemeanor crimes of violence, physical, mental, or emotion abuse committed by:
 - A current or former spouse or intimate partner of the victim.
 - A person sharing a child in common with the victim.
 - A person who is or has cohabitated with the victim as a spouse or intimate partner.
 - Any person who physically abuses, harasses, or interferes with the personal liberty of another family or household member is also covered under this definition.
4. **Gender harassment** – subjecting a person to adverse treatment based on held gender stereotypes. Adverse treatment can include verbal, nonverbal, or physical aggression, intimidation, or hostility based on gender or held gender stereotypes, even if those acts do not involve conduct of a sexual nature.
5. **Home institution** – The institution or university where the student is primarily enrolled when not studying abroad with Hansard Society Scholars.
6. **Respondent** – A person alleged to have engaged in prohibited conduct and about whom a report of sexual violence, sexual harassment, other prohibited behaviour, or retaliation is made.
7. **Responsible Employees** – All Hansard Society Scholars employees are Responsible Employees and are required to inform the Hansard Society Scholars Programme Director and Hansard Society Director if a case of sexual misconduct is witnessed by or reported to them.
8. **Retaliation** – Includes threats, intimidation, reprisals, and/or adverse employment or educational actions against a person based on their report of Prohibited Conduct or participation in the investigation, report, remedial, or disciplinary processes provided for in this policy.
9. **Sexual Assault** – An offence that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offence is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Rape also includes instances where an individual is made to penetrate, either by physical force, intimidation, or coercion, an object, mouth, vagina, or anus of another when the victim is incapacitated or otherwise unable to give consent.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Statutory Rape is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

10. **Sexual harassment** – Unwelcome sexual advances, requests for sexual favours, and other verbal, written/online, or physical conduct of a sexual nature, when:

- Submission to such conduct is made either implicitly or explicitly a term of an individual's employment or status in a course, programme, or activity;
- Submission or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting said individual; or
- Such conduct has the purpose or effect of interfering with the individual's work or educational performance; or of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from an educational programme or activity.

Examples of Sexual Harassment – may include, but are not limited to, the following:

- Physical assault;
- Direct or implied threats that submission to sexual advances will be a condition of employment, work status, compensation, promotion, grades, or letters of recommendation;
- Sexual advances, physical or implied, or direct propositions of sexual nature. This activity may include inappropriate/unnecessary touching or rubbing against another, sexually suggestive or degrading jokes or comments, remarks of a sexual nature about one's clothing and/or body, preferential treatment in exchange for sexual activity, and the inappropriate display of sexually explicit pictures, text, printed materials, or objects that do not serve an academic purpose;
- A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create, or has the effect of creating, discomfort and/or humiliation of another;
- Remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history, that do not serve a medical or academic purpose;
- Sexual exploitation – acts where an individual or individuals take non-consensual or abusive sexual advantage of another for their own benefit or advantage, or for the benefit or advantage of a third party;
- Invasion of sexual privacy – threatened or actual disclosure of photos or other information of a sexual nature the subject intended to be personal/private without the individual's consent, including but not limited to:
 - Engaging in voyeurism without the knowledge and consent of the subjects;
 - Taking photos/video of individuals engaged in sexual acts or in intimate settings without their knowledge and consent (e.g. restroom, shower, locker room, or other private areas);
 - Disclosing or sharing of private or personal information of a sexual nature about another without their knowledge and consent for the purpose or effect of creating a hostile, intimidating, or offensive environment.

11. **Stalking** – a course of conduct directed at a specific person based on their sex. The course of conduct causes a reasonable person to suffer substantial emotional distress or to fear for the safety of themselves or others. For the purposes of this definition:

- “Course of conduct” means two or more acts, including but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person’s property.
- “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.
- “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counselling.

C. Consent

Sexual activity of any kind requires consent. Consent is defined as an informed, voluntary, and freely given agreement between participating individuals to the sexual conduct in question. Consent to engage in mutually agreed upon sexual activity is clearly communicated in words and/or actions. Consent must be acquired prior to and contemporaneously with sexual activity.

Consent can be withdrawn at any time, given that it is clearly communicated by the person withdrawing it.

Note that silence, passivity, or manner of dress does not equate to consent. Past consent does not indicate present or future consent. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Consent cannot be given by an individual who is:

- Asleep
- Unconscious
- Intermittently conscious
- Under threat, duress, coercion, or force
- Under the age of 16, or
- Otherwise legally unable to provide consent

Drugs and Alcohol

A person who is incapacitated as a result of drug or alcohol use, voluntarily or involuntarily, is incapable of giving effective consent. Incapacitation is defined as the inability to make informed, rational decisions because the individual lacks the capacity to give knowing consent (e.g. to understand the “who, what, when, where, why, or how” of their sexual interaction). Individuals who know, or should have known, that another person is incapacitated must refrain from engaging in sexual activity with that person. Further, drug or alcohol use is never an excuse for violating this policy.

II. Survivor Rights & Options

Regardless of whether a survivor elects to pursue a criminal and/or administrative complaint or whether the offense is alleged to have occurred on a Hansard Society Scholars facilitated event or not, Hansard Society Scholars will assist survivors of sexual misconduct and will advise each survivor of their options to:

- A. File a criminal report – Survivors may report acts they believe to be in violation of criminal law to the Metropolitan Police or through the emergency services line 999 immediately after the crime.
- B. File an administrative (Title IX) complaint – Survivors may report acts they believe to be in violation of the Sexual Misconduct & Gender Non-Discrimination policy to the Hansard Society Scholars Programme Director who will inform the survivor of his/her right to:
 - 1. An effective internal investigation of complaints (using the preponderance of the evidence standard) separate from law enforcement or criminal proceedings.
 - 2. The implementation of protective interim steps prior to the final outcome of the investigation (e.g. changes to class/work schedule, living/transportation arrangements, implementation of safety protocols and academic supports, etc.)
 - 3. Notification of the investigatory outcome.
 - 4. Protection from retaliation.
- C. Choose not to report or file a complaint at all. If the survivor chooses not to report immediately following the incident, (s)he may still report at a later time. However, the period of time elapsed between the incident and reporting may negatively impact the ability to investigate.

Victim/Survivor Resources

Sexual Assault Referral Centre (SARC)

The Haven – Whitechapel SARC

Near to the Royal London Hospital

E1 5DG

www.thehavens.org.uk

Non-urgent: **020 3299 1599** – 9am-5pm, Monday to Friday

Urgent: 020 3299 6900 – 24 hours a day, 7 days a week

The Haven – Paddington SARC

Near to St. Mary's Hospital

W2 1NY

www.thehavens.org.uk

Non-urgent: **020 3299 1599** – 9am-5pm, Monday to Friday

Urgent: 020 3299 6900 – 24 hours a day, 7 days a week

The Haven – Camberwell SARC

Near to King's College Hospital

SE5 9RS

www.thehavens.org.uk

Non-urgent: **020 3299 1599** – 9am-5pm, Monday to Friday

Urgent: 020 3299 6900 – 24 hours a day, 7 days a week

Emergency Medical Services

St. Thomas' Hospital
Westminster Bridge Road
London SE1 7EH
020 7188 7188

Counseling Services

Dr. Deborah Hill, Counsellor
Tel. 077 9375 6074
Email: djhillus@yahoo.com

Other Resources

<https://www.met.police.uk/advice-and-information/rape-and-sexual-assault/> - Metropolitan Police, Rape and Sexual Assault help page

<https://www.victimsupport.org.uk/crime-info/types-crime/rape-and-sexual-assault> - Victim Support, UK Charity

<https://rapecrisis.org.uk/> - Support for Women

<https://www.survivorsuk.org/> - Support for Men

III. Title IX Reporting

Reporting a Complaint

For purposes of this policy, all employees of Hansard Society Scholars are considered "Responsible Employees" with an obligation to immediately report to the Hansard Society Scholars Programme Director and the Hansard Society Director any and all alleged sexual misconduct that is reported to them or about which they otherwise learn.

Employees should also report any alleged sexual misconduct which they experience. Students and third parties who experience or learn about an alleged violation of this policy are encouraged to immediately report the alleged violate to the Hansard Society Scholars Programme Director.

The Hansard Society Scholars Programme Director Lisa George can be reached via email at lisa.george@hansardsociety.org.uk or by phone at +44(0)207 710 6075.

No student, faculty, or employee should assume that an official of Hansard Society Scholars knows about a situation or incident and should follow appropriate reporting procedures.

Hansard Society Scholars has procedures in place that serve to be sensitive to those who report sexual misconduct, including informing individuals about their right to file criminal charges. Information is readily available regarding counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services throughout London. Interim steps can also be implemented to prevent contact between a complainant and an accused party, such as housing, academic, transportation, and working accommodations. Hansard Society Scholars will make such accommodations if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to local law enforcement, or be involved in an internal investigation. Students should contact the Hansard Society Scholars Programme Director for assistance.

External Reporting

The purpose of this policy is to establish prompt, thorough, and effective procedures for responding to and resolving complaints internally; however, complainants may also file complaints with their home institution's Title IX Coordinator. Information for most institutions can be found below but is also available on your home institution's website:

Brandeis University

*Acting Title IX Coordinator and
Compliance Officer:* Robin Nelson-Bailey
Phone: +1 (781) 736-4463
Email: rnelsonbailey@brandeis.edu
Office: Bernstein-Marcus 109

Cornell University

Title IX Coordinator: Sarah B. Affel
Phone: +1 (607) 255-2242
Email: sba49@cornell.edu
Office: 150 Day Hall, Ithaca, NY 14853

Deputy Title IX Coordinator for Students:

Michelle Horvath
Phone: +1 (607) 255-4680
Email: mrh263@cornell.edu
Office: 120 Day Hall, Ithaca, NY 14853

Goucher College

Title IX Coordinator: Lucia Perfetti Clark
Phone: +1 (410) 337-6570
Email: lucia.perfetticlarck@goucher.edu
Office: Dorsey Center 100

Deputy Title IX Coordinator: Rina Rhyne

Phone: +1 (410) 337-6329
Email: rina.rhyne@goucher.edu

Loyola Marymount University

Title IX Coordinator: Sara Trivedi
Phone: +1 (310) 568-6105
Email: strivedi@lmu.edu
Office: University Hall 1900

Marist College

Title IX Coordinator: Christina Daniele,
Director of Human Resources
Phone: +1 (845) 575-3799
Email: titleix@marist.edu
Office: 120 Donnelly Hall

Deputy Title IX Coordinator: Edward L. Freer

Email: edward.freer@marist.edu

Northeastern University

Title IX Coordinator: Mark Jannoni
Phone: +1 (617) 373-3543
Email: m.jannoni@northeastern.edu
Office: Richards Hall 125

Purdue University

System-wide Title IX Coordinator: Alysa Christmas Rollock
Phone: +1 (765) 494-5830
Email: titleix@purdue.edu
Office: Ernest C. Young Hall, Room 1029

Rice University

University Title IX Coordinator: Russell Barnes
Phone: +1 (713) 348-4350
Email: rcb@rice.edu

Deputy Title IX Coordinator: Stacy Mosely

Email: mosley@rice.edu

Deputy Title IX Coordinator: Dr. Matthew Taylor

Email: ptt@rice.edu

University of Alabama

Title IX Coordinator: Beth Howard
Phone: +1 (205) 348-5496
Email: gbhoward@ua.edu

Title IX Deputy Coordinator: Jessica Humber

Phone: +1 (205) 348-0582
Email: jbhumber@ua.edu

University of Virginia

Title IX Office
O'Neil Hall, Room 037
P.O. Box 400211
445 Rugby Road
Charlottesville, VA 22904
Phone: +1 (434) 297-7988
Email: titleixcoordinator@virginia.edu

University of Wisconsin – Madison

Title IX Coordinator: Lauren Hasselbacher

Phone: +1 (608) 890-3788

Email: lauren.hasselbacher@wisc.edu

Office: Office of Compliance, 361 Bascom Hall

Washington College

Title IX Coordinator: Candace

Wannamaker

Phone: +1 (410) 778-7752

Email: cwannamaker2@washcoll.edu

Washington University in St. Louis

Director & Title IX Coordinator: Jessica W.

Kennedy

Phone: +1 (314) 935-3118

Email: jwkennedy@wustl.edu

Assistant Director & Associate Title IX

Coordinator: Cynthia M. Copeland

Phone: +1 (314) 935-3411

Email: cmcopeland@wustl.edu

Medical Attention and Evidence Collection/Preservation

After an incident of sexual assault and domestic violence, the survivor should consider seeking medical attention as soon as possible at the local hospital. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Survivors who seek medical attention will be treated confidentially; doctors and nurses in the UK will not inform the police without the survivor's permission. The GP will, however, record any tests and the results in the survivor's medical record.

In addition to traditional medical care, a GP or nurse will be able to assist the survivor in conducting a forensic examination and evidence collection, whether (s)he has decided to report the assault to the police or not. It is important that survivors of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offence occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Survivors of sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, or other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to Hansard Society Scholars investigators or police.

To reiterate, although Hansard Society Scholars strongly encourages all members of its community to report violations of this policy to law enforcement, it is the survivor's choice whether or not to make such a report and survivors have the right to decline involvement with law enforcement. Responsible Employees will assist any survivor with notifying local police, if the survivor so desires.

IV. Complaint & Resolution Procedures

Hansard Society Scholars will provide a list of medical, health, and advocacy resources to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The protocol set forth below is intended to afford a prompt response to charges of sexual misconduct, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanction on violators of this policy.

If a report of sexual misconduct is communicated to Hansard Society Scholars, the following procedures will be implemented. Please note that any administrative investigation or hearing will be conducted using a preponderance of the evidence standard.

A. Investigation and Resolution

Once a reported violation of this policy is received, the Hansard Society Scholar Programme Director will promptly make contact with the complainant to discuss the incident and inform him/her of available support resources and his/her right to file a formal complaint.

In the event that both the complainant and the respondent are students with Hansard Society Scholars:

1. The Hansard Society Scholars Programme Director will file a report with the complainant's home institution and their Title IX Coordinator, and will defer to the home institution's Title IX policies and procedures.

In the event that the complainant is a student and the respondent is either a member of faculty or an internship host or supervisor:

1. The Hansard Society Scholars Programme Director will file a report with the complainant's home institution and their Title IX Coordinator, but Hansard Society Scholars will take the lead in investigating and determining what appropriate further action is required. Possible outcomes may include:
 - a. Early Resolution (may include an inquiry into the facts, but typically does not include a formal investigation)
 - b. Formal Investigation
 - i. If a formal investigation is required, the Hansard Society Scholars Director may appoint a professional and non-partisan investigator. The investigator will promptly make contact with the complainant to discuss the incident and inform them of available support resources and their right to file an internal complaint. If needed the Hansard Society Scholars Programme Director will arrange for the implementation of immediate interim steps to protect the complainant from further misconduct and/or notify the respondent that their behaviour is concerning and must stop.
 - c. Filing Complaints or Grievances (can be filed to either Hansard Society Scholars and/or to the home institution)
 - i. If the complainant files a formal complaint:
 1. The investigator and/or Hansard Society Scholars Programme Director will meet with the complainant to review their written complaint. The complainant may

provide supplemental witnesses and evidence at this meeting and any time throughout the investigation. The complainant may also have a support person present at this meeting.

2. The respondent will be notified of the complaint and given the opportunity to respond within three (3) calendar days.
3. Once the response is received, the investigator will meet with the respondent to review the complaint and their response. The respondent may provide any supplemental witnesses and evidence at this meeting and any time throughout the investigation. The respondent may also have a support person present at this meeting.
4. The investigator will interview pertinent witnesses and gather additional documentation to assist them in their determination.
5. By evaluating the totality of the record by a preponderance of the evidence standard, the investigator will compose the investigative report to determine whether a violation of Hansard Society Scholars Title IX policy occurred.
6. Both parties will be notified simultaneously of the outcome of the investigation.
7. If the respondent to the complaint is found in violation and classified as Faculty or Administrative/Professional staff, the investigator and/or Hansard Society Scholars Programme Director will meet with the appropriate supervisory personnel and the Hansard Society Director to review the Investigative Report. The supervisory personnel, the Hansard Society Scholars Programme Director, and the Hansard Society Director will determine what action is to be taken.
8. Both parties will be notified of the discipline administered.

ii. If the complainant refuses to file a formal complaint:

1. The investigator or Hansard Society Scholars Programme Director will assess whether there is a programme-wide risk.
 - a. If the investigator or Hansard Society Scholars Programme Director determines that the respondent poses a programme-wide risk, the complaint will be referred to the Hansard Society Director for processing and resolution.
 - b. If the investigator or Hansard Society Scholars Programme Director does not determine a programme-wide risk, informal methods, such as mediation, can be utilised to resolve the concern. Please note that informal methods of resolution are not available in instances of sexual assault or rape.

2. The complainant nevertheless should consider speaking with local law enforcement offices to preserve evidence in the event that (s)he changes her/his mind at a later date.
3. Hansard Society Scholars' ability to respond to the complaint may be limited.

Hansard Society Scholars shall respond to the greatest extent possible to reports of sexual harassment brought anonymously or brought by third parties not directly involved in the harassment. However, the response to such reports may be limited if information contained in the report cannot be verified by independent facts.

B. Time Frame

Investigations will typically be completed within 60 calendar days, excluding appeals, after receipt of a direct complaint, 3rd party complaint, or report from a responsible employee. If the investigation cannot be completed in the 60 day interval, the complainant, respondent, and other parties, as appropriate, will be notified as to the delay.

C. Right to Appeal

Either party of a complaint involving an employee respondent has the right to appeal the investigation's findings to the Hansard Society Director. This appeal must be filed in writing within three (3) calendar days of receiving the finding. The appeal must be based on one or both of the following circumstances:

1. Procedural error;
2. New and material evidence exists that was previously unavailable to the party (despite due diligence) at the time of investigation.

The Director may receive additional information if (s)he believes such information would aid in the consideration of the appeal. A decision will be made within a reasonable time and the appropriate administrators, complainant, and the respondent will be notified of the decision. The Directors' decision is final.

Either party of a complaint involving a student respondent has the right to appeal the hear board's finding and sanction. Such appeals must be submitted in writing and be delivered to the Hansard Society Scholars Programme Director within five (5) calendar days of the written decision. The Programme Director will review and act on a filed appeal. The Programme Director's decision is final.

V. Education & Training

Hansard Society Scholars aims to educate students and other Hansard-affiliated entities. This educational initiative consists of primary prevention and awareness sessions for all incoming scholars and new employees and ongoing awareness and prevention campaigns for Hansard Society Scholars staff and faculty. This may include:

- Providing scholars with information about cultural practices and norms, which may particularly impact them in their internships in the UK.
- Encouraging Hansard Society Scholars staff and faculty to establish and maintain effective communication channels with programme scholars.
- Providing a safe, non-threatening, and helpful environment where scholars can come forward to discuss issues.

VI. Retaliation

Retaliation is a separate cause for complaint. Retaliating or threatening retaliation against an individual who has reported or filed a complaint alleging discrimination/harassment or participated as a witness in such an investigation is strictly prohibited. Individuals who disregard, or delay investigation of harassment claims when responsibility for reporting and/or investigation harassment charges comprise part of their duties also violate this policy.

VII. Confidentiality & Record Retention

Personally identifiable information about the survivor will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint, responding to the complaint, or delivering resources or support services to the complainant.

Further, the Hansard Society Scholars will maintain as confidential any accommodations or protective measures provided to the survivor to the extent that maintaining such confidentiality would not impair the ability of Hansard Society Scholars to provide the accommodations or protective measures. During an investigation of a complaint, and upon the completion of an investigation, files shall be kept by Hansard Society Scholars. Files will remain confidential unless compelled by law.

VIII. Sanctions

In recommending or determining a sanction for student violators, Hansard Society Scholars along with the student's home institution, will consider all relevant factors, including the nature of the offence, the severity of any damage, injury or harm resulting from the offense, the student's current demeanor, and the student's past disciplinary record, if any. The following are sanctions which may be imposed for a violation of this policy:

- Expulsion
- Disciplinary Reprimand
- Suspension
- Deferred Suspension
- Interim Suspension
- Housing Removal
- Disciplinary Censure
- Restitution
- Disciplinary Probation

IX. Amnesty

Hansard Society Scholars values the health, safety, and well-being of its students and recognizes that students who are fearful of negative repercussions may be reluctant to seek help or assist others in need of help when unlawful possession or consumption of alcohol and/or other drugs is involved.

In order to remove barriers to reporting and to encourage students to make responsible decisions to seek help in cases of sexual violence and medical emergencies involving drug and/or alcohol consumption, Hansard Society Scholars will grant medical amnesty to, and will not take disciplinary action against, a student for unlawful possession or consumption of alcohol and/or other drugs in accordance with the Medical Amnesty/Good Samaritan provision.

X. Bystander Intervention/Risk Reduction

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

Bystanders may not always know what to do even if they want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 999. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to intervene.

- A. Watch out for your friends and peers. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- B. Confront people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated.
- C. Speak up when someone discusses plans to take sexual advantage of another person.
- D. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- E. Refer people to resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

Survivors of sexual assault or sexual misconduct are not to blame for anything that has happened to them. Recognizing that abusers are solely responsible for the abuse, there are some ways that risk can be reduced. The following are some strategies to reduce one's risk of sexual assault or harassment (taken from [Rape, Abuse, & Incest National Network](#))

- A. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- B. **Try to avoid isolated areas.** It is more difficult to get help if no one is around.
- C. **Walk with purpose.** Even if you don't know where you are going, act like you do.
- D. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- E. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- F. **Make sure your cell phone is with you** and charged and that you have cash money.

G. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.

H. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.

I. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.

J. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 999).

K. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.

L. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.

M. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.

N. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 999).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

O. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:

1. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
2. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
3. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
4. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: need to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

P. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

Q. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgement before doing anything you may regret later.