

RESPONDING TO AN ALLEGATION OF SEXUAL MISCONDUCT: A GUIDE FOR THE RESPONDENT

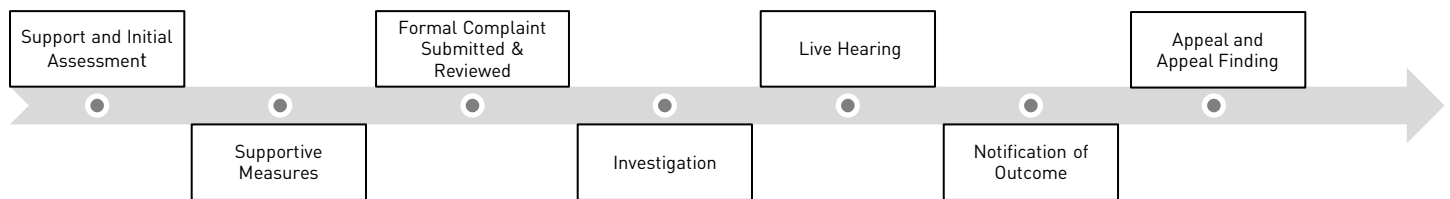
OVERVIEW:

The Columbus College of Art & Design (CCAD) is firmly committed to maintaining an educational environment that is free from any form of sex or gender-based harassment. Every reported instance of sexual harassment is taken seriously and support is provided to every person who comes forward.

RESPONSIBLE EMPLOYEES

Faculty (including adjuncts), staff members, administrators, and student resident advisors are considered Responsible Employees and are required to report instances of sexual harassment to the Title IX Coordinator. Licensed mental health professionals within CCAD's Counseling & Wellness Center are exempt from this responsibility to report and will treat a complainant's report in a completely confidential manner, to the extent they are professional obligated.

GRIEVANCE PROCESS:



REPORTING TO LAW ENFORCEMENT:

Reporting an incident to CCAD is a separate process from filing a report with law enforcement or pursuing civil action against the accused party. These options are not mutually exclusive and students may pursue any or all of them. Note that CCAD is required by Ohio law to report any apparent felony, including sexual assault, to law enforcement authorities.

SUPPORT RESOURCES:

CCAD seeks to support and empower students impacted by sexual harassment and violence. In addition to receiving assistance through CCAD, students are encouraged to connect with the Sexual Assault Response Network of Central Ohio (SARNCO's) 24-hour Rape Helpline at (614) 267-7020. SARNCO works with local law enforcement and social services agencies to provide medical and social support services to victims of sexual assault.

RESPONDENT'S RIGHTS:

When reporting an instance of sexual misconduct and throughout the investigation and resolution process, the respondent has the following rights:

- To engage this process with an advisor at every stage. This can be anyone they choose, including legal counsel. Note, however, this is not a legal process.
- To decide whether or not they want to participate in any part of the investigation or grievance process, and to change that decision at any point.
- To be clearly informed of the allegations made against them and to have an opportunity to respond.
- To be informed about any limits of privacy that may pertain to the allegation.
- To be informed of resources and services available to them and any time limits associated with each option.
- To bring witnesses in person or to present witness statements during an investigation and hearing.
- To be informed promptly about the outcome of the investigation and findings of the hearing.
- To appeal the outcome of the hearing finding.

By signing, I am confirming I received the Respondent's Rights document and understand the information within.

Respondent's Name: _____

Signature: _____ Date: _____