

D'YOUVILLE

SEXUAL HARASSMENT AND MISCONDUCT

What You Need to Know: Obtaining Information, Support and Assistance, and Filing a Complaint

EMERGENCY RESPONSE

911

D'Youville Campus Safety | 716-829-7777

Buffalo Police Dept. | 716-851-4444

ECMC | 716-898-3000

CONFIDENTIAL RESOURCES AND SUPPORT

D'Youville Personal Counseling Center | 716-829-7819

Upon receipt of notice of any allegation of sexual misconduct, the College will advise Complainants of their:

1. right to notify law enforcement;
 2. right to decline to do so; or
 3. be assisted in notifying law enforcement.
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REPORTING OPTIONS | ON CAMPUS

Title IX Coordinator | 716-829-7812

D'Youville Student Engagement | 716-829-7812

D'Youville Athletics | 716-829-8304

D'Youville Campus Safety | 716-829-7550

D'Youville Human Resources | 716-829-8222

REPORTING OPTIONS | OFF CAMPUS

Buffalo Police Dept. | 716-851-4444

ECMC | 716-898-3000

Buffalo Crisis Services | 716-834-3131

Pride Center of Western New York | 716-852-7743 (M – F 9:00a – 5:00p)

INTERIM MEASURES

D'Youville will take appropriate interim measures designed to protect the parties involved, regardless of a Complainant's course of action. These may include academic or employment accommodations, housing accommodations, the imposition of a No-Contact Agreement, counseling and other support services as needed. Both Parties shall be afforded a prompt review of the need for and terms of any such interim measure.

INVESTIGATION

D'Youville will support Complainants and Respondents in navigating the Complaint Resolution Procedures. There are several options available to resolve a report of prohibited conduct. These options include both informal and formal processes and will vary slightly based upon whether the Respondent is a student or an employee. Upon receipt of a report, the College will conduct an initial Title IX assessment and, if a formal complaint is filed by the complainant or Title IX Coordinator, commence an investigation. The College may pursue informal conflict resolution, with the parties' consent, or proceed with formal resolution. The formal resolution process will include a Live Title IX Hearing.

TITLE IX HEARING

The Title IX Coordinator or designee will select three members from a pool of trained hearing officers for a Hearing Panel. At least 10 days prior to the Hearing, the parties will receive a copy of the investigative report for their review and written response. At least one week prior to the Hearing, the parties will receive a description of the alleged violations and applicable procedures. The Panel will deliberate in closed session to determine under a preponderance of the evidence standard whether the Respondent is responsible or not responsible for the violations in question. The written decision of the Hearing Panel will be communicated to both parties via email and letter concurrently within 5 business days after the Hearing has concluded.

APPEAL PROCESS FOR STUDENT-RESPONDENTS

All requests for a final appeal must be submitted in writing to the Title IX Coordinator or designee within 5 business days of the delivery of the written finding of the Hearing Panel. Dissatisfaction with the Hearing Panel's decision is not grounds for appeal. All sanctions imposed by the Hearing Panel will be in effect during the appeal. The Title IX Appeal Panel will issue a written decision via email and letter to all parties within 5 business days of receipt of the appeal from the Title IX Coordinator. The decision of the Title IX Appeal Panel is final and may not be appealed.

TITLE IX STRUCTURE

Benjamin Grant
Chief Student Affairs Officer
& Title IX Coordinator

Amanda Idienumah
Director of Student Engagement
& Deputy Title IX Coordinator

Rebecca Capinera
Associate Athletic Director for Internal Affairs
& Deputy Title IX Coordinator

Tammy Maston
Senior Human Resources Manager
& Deputy Title IX Coordinator

Sam D'Amato
Assistant Dean of Assessment
& Appellate Officer