September 28, 2017

Dear Faculty and Staff,

Western is committed to ensuring an environment free of discrimination, sexual harassment, and sexual violence. We are required by federal law, including Title IX, to provide a coordinated effort to prevent and effectively respond to all forms of sexual harassment and violence, including sexual assault, dating violence, domestic violence and stalking.

Unless you are a confidential counselor, professional survivor advocate, or health care provider, **if you have knowledge that a student has experienced sexual harassment or violence while a student at Western, you are required by Western’s Policy on Preventing and Responding to Sex Discrimination, Including Sexual Misconduct to report the incident to Western’s Title IX Coordinator**, Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity, Old Main 345; (360) 650-3307; sue.guenter-schlesinger@wwu.edu. The Title IX Coordinator must be informed so that Western can connect survivors with resources and support they may desire, help them understand reporting options, and so we can identify patterns to prevent future similar violence.

If a student communicates to you that they have experienced sexual violence, in addition to informing Western’s Title IX Coordinator, please also do the following:

1. Avoid using language or asking questions that might suggest the individual may be to blame for what happened.

2. Tell the student that you are required to inform the Title IX Coordinator and that Western will respect a request for confidentiality to the greatest extent possible while also meeting its obligation to keep other students safe.

3. Tell the student that resources and reporting options are available: CASAS (Consultation and Sexual Assault Support; 360-650-3700) provides confidential support for students affected by violence, including sexual violence. Confidential assistance can also be found in the Counseling Center (360-650-3164) and Student Health Center (360-650-3400). Students experiencing a crisis or emergency can obtain 24/7/365 phone counseling services by calling the Counseling Center and pressing 1 to be connected to a clinician. DVSAS (Domestic Violence and Sexual Assault Services) in downtown Bellingham provides a confidential 24-hour helpline at (360) 715-1563 and additional services, and may be used by anyone. Additionally, students may choose to report sexual violence to University Police (360-650-3911 or x3911 from a campus phone) or Bellingham Police (360-778-8800 or 911) and/or the Title IX Coordinator (360-650-3307) in the Equal Opportunity Office. You may wish to refer to Western’s Together Against Sexual Violence website.

Western also provides resources and reporting options for faculty and staff. In addition to reporting to University or Bellingham Police and/or the Title IX Coordinator, employees may seek confidential support via the Employee Assistance Program (360-407-9490) and contact Human Resources (360-650-3774) to request leave related to domestic violence, sexual assault or stalking. DVSAS in downtown Bellingham provides a confidential 24-hour helpline at (360) 715-1563 and additional support services. PeaceHealth St. Joseph Medical Center (360-734-5400) is another community resource.

*Active Minds Changing Lives*
The Equal Opportunity Office provides printed materials about civil rights, resources and reporting options for Western students and employees. Please email eooffice@wwu.edu or call (360) 650-3307 to request materials for your office or program. Thank you for helping us support our students and provide a positive equal opportunity climate for everyone at Western. Please don’t hesitate to contact us with any questions.

Sincerely,

Sue Guenter-Schlesinger, Vice Provost, Equal Opportunity & Employment Diversity, Title IX & ADA Coordinator

Chyerl Wolfe-Lee, Assistant Vice President, Human Resources