

FURMAN UNIVERSITY



Title IX

Gender Discrimination, Sexual Harassment, & Sexual Misconduct

Published for students, faculty, and staff by the Title IX Office

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Sexual Misconduct

NOTICE OF NONDISCRIMINATION

Furman University does not unlawfully discriminate on the basis of race, color, national origin (including shared ancestry or ethnic characteristics), sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, veteran status, or any other characteristic or status protected by applicable local, state, or federal law in admission, treatment, or access to, or employment in, its programs and activities. Inquiries about Title IX may be referred to Furman's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please visit www.furman.edu/title-ix.

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

SEXUAL MISCONDUCT IS PROHIBITED

Furman University is committed to the goal of educating individuals to become responsible citizens and leaders in the human community. The university aims to develop individual excellence and to prepare students for life after college. Therefore, Furman University is committed to a campus environment that will neither tolerate nor condone sexual harassment, gender discrimination, or sexual misconduct.

"Sexual Misconduct" means an act or conduct of a sexual nature perpetrated against an individual without consent. Sexual misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by and against people of any gender, and it can occur between people of the same or different gender. Furman University encourages the reporting of all sexual misconduct. Sexual misconduct includes but is not limited to the following:

- Sexual Harassment;
- Sexual Assault;
- Dating Violence;
- Domestic Violence;
- Stalking;
- Sexual Intimidation; and
- Sexual Exploitation.

**Sexual activity without consent is a violation of
Furman's Sexual Misconduct Policy.**

If consent is not clear, voluntary, and ongoing, STOP!



Consent

Consent is knowing, voluntary, and clear permission by word or action to engage in sexual activity. Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be confirmed by word or action at some point during the interaction or thereafter, but clear communication from the onset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual has consented to that specific sexual conduct. Consent is evaluated from the perspective of a reasonable person. Reciprocation can establish consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to be kissed back.

VERBAL CONSENT	NON-VERBAL CONSENT
Signs of Consent: - Saying "Yes," "I'm sure," "Keep going," "I still want to" Signs of NO Consent - Saying they are tired, unsure, or changing the subject - Silence/lack of resistance alone should NOT be interpreted as valid consent	Signs of Consent - Moving closer, removing clothes, maintaining an enthusiastic demeanor (e.g. happy facial expressions/ voice tone), nodding, keeping eye contact Signs of NO Consent - Resistance (e.g. pushing/pulling away), laying motionless, looking hesitant/sad, avoiding eye contact, shaking their head

Consent can be withdrawn, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, sexual activity should cease within a reasonably immediate time.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous relationship status is not sufficient to constitute consent. If a partner expresses conditions on their willingness to consent or limitations on the scope of the consent, these must be respected. If a sexual partner shares the clear expectation for the use of a condom and that expectation is not honored, the failure to use or remove a condom can be considered sexual assault.

Proof of consent is not a burden placed on either party involved in a complaint. Instead, the burden remains on Furman to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Definitions

Going beyond the boundaries of consent is prohibited. Thus, unless a sexual partner has consented to slapping, hitting, hair pulling, strangulation, or other physical roughness during otherwise consensual sex, those acts may constitute dating violence or sexual assault. Consent may never be given by minors, mentally disabled persons, or persons who are incapacitated. The use of alcohol or drugs does not diminish one's responsibility to obtain consent and does not excuse conduct that constitutes sexual misconduct.

Ask clearly.

Listen fully.

Respect the answer.

QUID PRO QUO SEXUAL HARASSMENT

Quid pro quo sexual harassment means the conditioning by a university employee of the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct.

HOSTILE ENVIRONMENT SEXUAL HARASSMENT

Hostile environment sexual harassment means unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's educational program or activity.

SEXUAL ASSAULT

Sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Those offenses include the following:

- Rape
- Forcible fondling
- Incest
- Statutory rape

ACQUAINTANCE RAPE

Acquaintance rape is a sexual activity without consent committed by someone the victim personally knows, including a friend, dating partner, former partner, or acquaintance. Regardless of the relationship, if a person uses coercion or force to accomplish a sexual act, it is rape.

Definitions (cont'd)

DATING VIOLENCE

Dating violence means violence committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence of such a relationship shall be determined based on a consideration of the following factors: (A) the length of the relationship; (B) the type of relationship; and (C) the frequency of interaction between the persons involved in the relationship.

DOMESTIC VIOLENCE

Domestic violence means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. Domestic violence includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technical abuse that may or may not constitute criminal behavior.



EVERYONE DESERVES HEALTHY RELATIONSHIPS

SEXUAL INTIMIDATION

Sexual Intimidation includes but is not limited to:

- Threatening, expressly or impliedly, to commit a sexual act upon another person without their consent; and
- Engaging in indecent exposure (intentionally exposing one's sexual organs in public) with the intention of alarming, distressing, and/or offending others.

Definitions (cont'd)

STALKING

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for their own safety or the safety of others; or (ii) suffer substantial emotional distress.

SEXUAL EXPLOITATION

Sexual exploitation means any act of taking non-consensual, unjust or abusive sexual advantage of another person for one's own advantage or benefit or to benefit or advantage anyone other than the person being exploited. Sexual exploitation includes, but is not limited to:

- Causing or attempting to cause another person to be incapacitated in order to gain a sexual advantage over such person;
- Prostituting another person (i.e., promoting the sexual activities of another for anything of value (e.g., money, privilege, or power));
- Non-consensual videotaping, photographing, or audio-taping of sexual activity and/or distribution of private sexual activity or a person's intimate parts (including genitalia, groin, breast or buttocks) without consent via media such as, but not limited to, the internet;
- Exceeding the boundaries of consent (e.g., allowing another person to observe consensual sex without the knowledge of or consent from all participants);
- Voyeurism (i.e., watching private sexual activity without the consent of the participants, viewing another person's intimate body parts in a place where that person would have a reasonable expectation of privacy (e.g. using the restroom, changing clothes));
- Knowingly or recklessly transmitting a sexually transmitted disease (including HIV) to another individual;
- Exposing one's genitals in non-consensual circumstances;
- Forcing a person to take an action against their will by threatening to show, post, or share information, video, audio, or an image that depicts someone's nudity and/or sexual activity; and
- The creation or dissemination of sexually explicit images, videos, or audio generated or manipulated through artificial intelligence (AI) or other digital editing technologies (e.g. Adobe Photoshop) without consent (e.g. images, videos, or audio representations of individuals doing or saying sexual things that never happened).

NON-CONSENSUAL RECORDING

Non-consensual recording of sexual activity or sharing a recording of sexual activity without consent is both a violation of Furman's policy and is a crime.



What to do if you've been assaulted

ENSURE YOUR PHYSICAL SAFETY

For immediate assistance, contact the Furman University Police Department (even if you do not plan to file a formal criminal complaint). The police are on duty at the Furman University Police Department 24 hours a day, 7 days a week.



SEEK MEDICAL ASSISTANCE AND TREATMENT

Local options for medical care include Earle Student Health Center, Greenville Memorial Hospital, North Greenville Hospital, Greer Memorial Hospital, and St. Francis Hospital. It is crucial that you obtain medical attention as soon as possible after a sexual assault to determine the extent of physical injury and to prevent or treat sexually transmitted diseases (such as HIV). The staff at Earle Student Health Center can help you obtain transportation to the hospital.

If you choose to have an evidence kit (or "rape kit") completed, it is important to do so as soon as possible. These kits can generally be completed up to 120 hours after an assault. Even if you have not decided whether to file charges, it is advisable to have the evidence kit completed so that you can better preserve the option of filing criminal charges at a later date. The evidence can be collected confidentially with an anonymous kit until you choose whether to report. The kit is paid for by the state, and no bill should be sent to you or your parent(s)/guardian(s). Greenville Memorial Hospital, North Greenville Hospital, Greer Memorial Hospital, and St. Francis Hospital administer evidence collection kits. Support and advocacy will be offered through the Julie Valentine Center, Greenville County's rape crisis center.



PRESERVE THE EVIDENCE

In order to best preserve evidence for an evidence collection kit, it is advisable to avoid showering, bathing, going to the bathroom, or brushing your teeth before the kit is completed. You should also wear (or take with you in a paper [not plastic] bag) to the hospital the same clothing that you were wearing during the assault. An evidence collection kit can still be completed even if you have showered or bathed. Refrain from cleaning up or moving items located where the assault occurred. Write down as many details as possible!



Reporting

REPORTING TO THE TITLE IX OFFICE

You are encouraged to report incidents of any sexual misconduct, including sexual assault, to the university's Title IX Coordinator (even if you have filed a report directly with law enforcement). The Title IX Coordinator can help you access resources (including free options for legal counsel, if requested) and can provide you with support and information, including information on the university's procedures for investigating and addressing instances of sexual assault.



Melissa Nichols

Civil Rights Officer
Title IX & Title VI Coordinator
ADA & Section 504 Coordinator

(864) 294 - 2221

melissa.nichols@furman.edu

REPORTING TO FURMAN UNIVERSITY POLICE

Individuals may file a complaint directly with the Furman University Police Department, 24 hours a day, 7 days a week (available by phone at 864.294.2111; located in Estridge Commons).

People also may inform the Furman Police about sexual misconduct and discuss the matter with an officer without making a formal criminal complaint (or a university complaint). Individuals who make a criminal complaint may also choose to pursue a university complaint simultaneously.

A criminal investigation into the matter does not preclude the university from conducting its own investigation. However, the university's investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the university may take interim measures when necessary to protect the alleged victim and the Furman community.

REPORTING CONCERNS TO UNIVERSITY ADMINISTRATION

Any student or employee may file a complaint against other students or faculty and staff of the university. Students and employees of the university may also report concerns about individuals not enrolled at or employed by the university, though the options for addressing the concerns may be more limited. Finally, individuals who are not enrolled at or employed by the university may file a complaint against students or faculty and staff of the university if the conduct giving rise to the complaint is related to the university's academic, educational, athletic, or extracurricular programs or activities.

Concerns may be reported to any of the following individuals or offices:

- Title IX Coordinator
- Deputy Title IX Coordinators
- Furman University Police

To submit an online report and/or learn more about Title IX at Furman, please visit furman.edu/title-ix

Reporting (cont'd)

OBTAIN EMOTIONAL SUPPORT

The Trone Center for Mental Fitness can help students who experience sexual misconduct begin the recovery process. The professionals at the TCMF are trained to provide crisis intervention on short-term and emergency issues. The TCMF can also provide referral services for outside providers and law enforcement. Counseling is free of charge to all undergraduate students. In rare instances, the law may require the disclosure of information shared by students with counselors. However, absent a legal mandate to the contrary, counseling services are strictly confidential, are not part of students' university records, and will not be reported to other university personnel. Students, faculty, and staff may also contact the Julie Valentine Center for emotional support and advocacy.

Faculty and staff may contact the Employee Assistance Program to obtain emotional support (available at 800.854.1446).

STRICTLY CONFIDENTIAL RESOURCES

For Students: For confidential support, students may seek out licensed counselors in the Trone Center for Mental Fitness, pastoral counselors in the Office of Spiritual Life, or medical professionals in the Earle Student Health Center. The following individuals have been designated as confidential resources for students:

- **Judy Bagley**, Director of the Student Office for Accessibility Resources
- **Dr. Franklin Ellis**, Associate Dean and Director of the Center for Interpersonal Connections
- **Dr. Scott Henderson**, Professor of Education

Finally, Title IX Peer Liaisons are students who have been trained on options, supportive measures, and resources. They are also available as confidential resources for students.

For Employees: Faculty and staff may speak confidentially with pastoral counselors in the Office of Spiritual Life, medical professionals in the wellness clinic, or with ombudspersons.

ANONYMOUS REPORTING

Individuals may also file anonymous reports online at www.furman.edu/title-ix/ or through the Campus Conduct Hotline. Please note that it may be very difficult for the University to follow up or take action on anonymous reports, where corroborating information is limited.

**Anonymous reports can be made by calling the
Campus Conduct Hotline at 866.943.5787**

Reporting (cont'd)

MANDATED REPORTERS

A mandated reporter is an employee of the university who has the obligation to report to the Title IX Coordinator any complaints or allegations of sexual misconduct of which they become aware while they are serving in one of the capacities listed below. **Strictly confidential resources are not mandated reporters.**

Who are Furman's Mandated Reporters?

- All vice presidents, associate vice presidents, assistant vice presidents, provosts, associate provosts, deans, associate and assistant deans, department chairs, directors, coaches and assistant coaches;
- All Deputy Title IX Coordinators;
- All Human Resources staff;
- All Student Life staff, including, resident assistants (RAs) and first-year advisors (FRADs);
- All faculty and staff serving in a supervisory or management role (including, for purposes of clarity, all employees who supervise activities or programs that involve direct contact with students, such as advisors to recognized student organizations);
- All members of the faculty; and
- All Furman University police officers and contracted security personnel.

RETALIATION

Retaliation against any person for filing, supporting, or providing information in good faith in connection with a complaint of sexual misconduct is strictly prohibited. Violations of this prohibition will be addressed through the sexual misconduct policy and/or other university disciplinary procedures, as deemed appropriate in the university's discretion. Any person who feels that they have been subjected to retaliation should make a report to the Title IX Coordinator.

ASSISTANCE IS AVAILABLE.

The Title IX Office is located in Suite 215 of the Trone Student Center. During business hours (8:30 AM - 5:00 PM Mon - Fri), please do not hesitate to stop by!

We are a key resource for the Furman community and will always help you navigate concerns related to sexual misconduct.



Resolution and Support

WHAT HAPPENS AFTER I REPORT?

When you report concerns of sexual misconduct, the Title IX Coordinator will explain your options and help you understand the next steps.

Options may include:

- Deciding to receive supportive measures ONLY
- Proceeding with a formal grievance process
- Proceeding with an alternative resolution process
- Reporting to law enforcement

WHEN DOES A FORMAL GRIEVANCE PROCESS BEGIN?

Furman will generally only proceed with a formal grievance process if:

- The complainant files a complaint requesting that the university initiates the process; or
- The Title IX Coordinator determines the nature of the report compels the university to initiate the formal process for the safety of the Furman community.

SUPPORTIVE MEASURES

Whether a formal complaint is filed, supportive measures are **always available**. These may include...

- Counseling services
- Deadline extensions
- Withdrawal from a course without penalty
- Taking an incomplete or other completion options
- Modifications of work/class schedules
- Increased security/monitoring of certain areas of campus
- Changes in work/housing locations
- Leaves of absence
- Academic support services
- Campus escort services
- “No-contact orders”

WHAT HAPPENS DURING THE PROCESS?

Furman’s Sexual Misconduct Policy delineates two separate grievance processes, one for Title IX Sexual Misconduct (including quid pro quo harassment, hostile environment harassment, sexual assault, stalking, dating violence, and domestic violence) and one for Non-Title IX Sexual Misconduct (including non-Title IX sexual harassment, sexual intimidation, and sexual exploitation). When a complainant decides to proceed with the formal grievance process:

- Furman University will determine, based on the information reported, which grievance process applies;
- The Title IX Coordinator will appoint two impartial investigators;
- The investigators will interview the parties and witnesses and gather evidence related to the allegations in the complaint; and
- A hearing board will review the evidence, hear from parties and witnesses, and determine whether the evidence shows it is more likely than not that the respondent violated the Sexual Misconduct Policy.

Resolution and Support (cont'd)

REPORT WITHOUT FEAR OF DISCIPLINE FOR ALCOHOL OR DRUG USE

Furman University considers the reporting, investigation, and resolution of sexual misconduct to be of paramount importance. While the university does not condone underage alcohol consumption or the use of illegal drugs, concerns about potential discipline for such conduct should not deter individuals from reporting sexual misconduct, participating in a grievance process, or assisting a potential victim of sexual misconduct.

Accordingly, the university will not discipline complainants, witnesses, or people assisting a potential victim of sexual misconduct for their own underage alcohol consumption or illegal drug use when evidence of such conduct is disclosed or discovered in connection with a report of sexual misconduct, during the grievance process outlined in the Sexual Misconduct policy, or while assisting a potential victim. Furman University may, in its discretion, similarly decline to impose disciplinary sanctions for other minor conduct code violations. This protection is specific to the Sexual Misconduct Policy and is distinct from the medical amnesty provision in the Student Handbook.

RIGHTS OF PARTIES IN THE FORMAL GRIEVANCE PROCESS

All parties (complainants and respondents) are entitled to the same rights, including, but not limited to:

- The right to be treated with respect and dignity;
- The right to a fair, thorough, and impartial investigation;
- The right to have an advisor present to support and assist them through the process. Advisors may be friends, victim advocates, lawyers, or others;
- The right to consult with their advisor during meetings, provided that such consultation is not disruptive;
- The right to access campus support services, such as academic support services, counseling, Student Success Advocates and the Earle Student Health Center;
- The right to notification, in writing, of the outcome of the investigation;
- The right to appeal a hearing board's decision if previously unavailable evidence could significantly impact the outcome, if procedural errors significantly impacted the outcome of the hearing, or if the outcome was impacted by bias of the Title IX Coordinator, an investigator or a hearing board member;
- The right to appeal a sanction issued for sexual misconduct if the severity of the sanction imposed is incommensurate to the gravity of the sexual misconduct for which the respondent was found responsible; and
- The right to be free from retaliation for filing, supporting, or providing information in good faith in connection with a complaint of sexual misconduct.

Resolution and Support (cont'd)

POLICIES AND DISCIPLINARY PROCEDURES

All cases will be handled with care, compassion, and concern for all involved.

- We will investigate sexual misconduct complaints in a timely, fair and impartial manner;
- Investigations will be conducted by trained university officials and/or by external investigators;
- We will take steps to prevent the recurrence of any harassment and to correct its discriminatory effects on the complainant and others;
- Both the complainant and respondent can identify witnesses and provide evidence during the university's investigation;
- The time frame for an investigation will typically take up to 90 days, unless the matter is particularly complicated;
- Trained hearing boards will be used during a formal resolution;
- Both the complainant and respondent will be notified of the outcome of a complaint; and
- The investigation, hearing and appeal processes will be explained to both the complainant and respondent.

SUPPORT FOR RESPONDENTS

Being accused of sexual misconduct, including sexual harassment or sexual assault, can be a worrisome and confusing experience. There are campus resources available to answer your questions and offer you support through the investigation process. Those accused of sexual misconduct can find support through counseling, student success advocates in student life, and other services. Please ask the Title IX Coordinator or a Title IX Deputy Coordinator if you are unsure of where to find the support you need.

SEXUAL VIOLENCE IS NEVER THE VICTIM'S FAULT

Many complainants mistakenly believe they are to blame because they agreed to meet their assailant at a party, accept a ride, flirt, stop for a casual conversation, or allow the assailant into their residence. However, sexual violence can cause serious physical and emotional harm. Regardless of the relationship, setting, or circumstances, the person harmed is never to blame. Responsibility belongs to the person who committed the misconduct. The Title IX Office is committed to responding with care and providing support for anyone affected.

**YOU ARE
NEVER TO
BLAME**

Risk Reduction

WARNING SIGNS OF ABUSIVE BEHAVIOR

Domestic and dating abuse often escalate from threats and verbal abuse to violence. While physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe.

Warning signs of dating and domestic violence include:

1. Being afraid of your partner.
2. Constantly watching what you say to avoid a “blow up”.
3. Feelings of low self-worth and helplessness about your relationship.
4. Feeling isolated from family or friends because of your relationship.
5. Hiding bruises or other injuries from family or friends.
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone).
7. Being monitored by your partner at home, work or school.
8. Being forced to do things you don’t want to do.

HELP REDUCE YOUR RISK AND AVOID POTENTIAL ABUSE

If you are being abused or suspect that someone else is being abused, speak up or intervene.

1. Get help by contacting the Trone Center for Mental Fitness or Earle Student Health Center for support services.
2. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
3. Consider making a report with the Furman University Police Department and/or the Title IX Coordinator and ask for a “no contact” directive from the university to prevent future contact.
4. Consider applying for a restraining order. The Furman University Police Department can assist you in seeking one.
5. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported. Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it.

Risk Reduction (cont'd)

While you can never completely protect yourself from sexual assault there are some things you can do to help reduce your risk of being assaulted. Most sexual assaults are committed by someone the harmed person knows. These tips are to help build awareness, encourage support, and promote safety without placing blame.

- Trust your gut. If a person or situation feels off, it probably isn't the best place to be. In these instances, you do not owe anyone politeness, attention, or an explanation.
- Be clear about boundaries. You have a right to set boundaries; understand what your boundaries are and explain them to a sexual partner.
- Be aware of your surroundings. Knowing where you are and who is around you may help you find a way to get out of a bad situation. Try to avoid isolated areas. It is more difficult to get help if no one is around.
- When going out, make sure your cell phone is with you and charged and that you have money for a ride-share service (e.g., Uber, Lyft, a cab, etc.).
- Stay connected. Let a friend know where you are, check in with each other, and make a plan to leave safely.
- If someone you don't know or trust asks you to go somewhere alone, let them know that you would rather stay with the group.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Have a buddy system. Don't be afraid to let a friend know if something is making you uncomfortable or if you are worried about you or a friend's safety.
- Step in Safely. If a friend seems uncomfortable, you may interrupt, check in, create an excuse, or offer to leave together.
- Alcohol and drugs can affect judgement, awareness, and the ability to give or recognize consent. In these situations, it may be harder to communicate, respond, or identify when boundaries are being crossed.

Sexual assault and abuse are never the fault of the person who was harmed.

Risk Reduction (cont'd)

AT PARTIES

- Be aware of your surroundings.
- Don't leave your drink unattended.
- Only drink from unopened containers or from drinks you have watched being made and poured.
- Avoid group drinks like punch bowls.
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink.
- Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- Keep track of how many drinks you have had. Stick to standardized drink sizes.
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take their number instead of giving out yours.

ALCOHOL, DRUGS & SEXUAL MISCONDUCT

Some offenders use alcohol and/or drugs to make someone more vulnerable, less able to resist, and/or unable to remember clearly. In other words, they use alcohol and/or substances to facilitate assault. Be aware that many substances (e.g. THC, Delta 8, spice, etc.) can compound the impact of alcohol.

Remember - no one is ever to blame for being assaulted because they drank, used substances, or became incapacitated. The only person at fault is the person who chooses to harm someone else.



Rape, Abuse, and Incest National Network (RAINN) – available at www.rainn.org

How You Can Help

To combat sexual assault on campus, the most powerful tool is your conveying your concern. The best way bystanders can assist in creating an empowering climate free of interpersonal violence is to diffuse the problem behaviors before they escalate.

- Educate yourself about interpersonal violence AND share this information with friends.
- Confront friends who make excuses for other people's abusive behavior.
- Speak up against discriminatory jokes or remarks (e.g. racism, sexism, homophobia).

BYSTANDER INTERVENTION MODEL

Research shows that people are more likely to help others under certain conditions.

- **Notice the Incident.** Bystanders first must notice the incident taking place.
- **Recognize Harm.** Bystanders also need to evaluate the situation to determine whether someone is at risk of being harmed and if someone needs assistance.
- **Decide to Intervene.** Another decision bystanders make is whether they should assume responsibility for giving help. One repeated finding in research studies on helping is that a bystander is less likely to help and decide to intervene if there are other bystanders present. When other bystanders are present, responsibility for helping is diffused. If a lone bystander is present, he or she is more likely to assume responsibility.
- **Step In, Speak Up.** Whether this is to help the person leave the situation, confront a behavior, diffuse a situation, or call for other support/security.

TIPS FOR INTERVENING

In a situation potentially involving sexual assault, relationship violence, or stalking remember the 5D's of Bystander Intervention:

- **Direct** - You may want to respond directly to harm by naming the inappropriate behavior and confronting the person doing harm. Always consider your own safety when using direct intervention.
- **Distract** - Your goal is to derail the incident of harm by interrupting it. Talk about something unrelated and engage only with the person being harmed.
- **Delegate** - Ask a third party for help with intervening in the harm being caused. If physical safety is a concern, call the police.
- **Document** - This involves either recording or taking notes on an instance of harm. Any documentation you collect should be kept private.
- **Delay** - After you have used one of the other D's, you can make a difference by checking in on the person after the fact.

Resources

EMERGENCY/IMMEDIATE ASSISTANCE

University Police Department	864.294.2111
Local Police	911

TITLE IX COORDINATOR

Melissa Nichols	864.294.2221
Civil Rights Officer, Title IX & Title VI Coordinator, and ADA & Section 504 Coordinator	

DEPUTY TITLE IX COORDINATORS

Dr. Jason Cassidy	864.294.2093
AVP for Student Life & Dean of Students	
Stephanie Boyd	864.294.2292
Associate Dean of Student Support & Wellbeing	
Erin Mayes	864.294.2467
Deputy Athletic Director, Senior Woman Administrator	
Susan Cooper	864.294.3101
Human Resources Generalist	
Dr. Jeremy Cass	864.294.2428
Dean of Faculty, Professor of Spanish	

ADDITIONAL NON-CONFIDENTIAL FURMAN RESOURCES

Student Life Office	864.294.2202
Housing & Residence Life	864.294.2092
Human Resources	864.294.2217
Campus Conduct Hotline (can report anonymously)	866.943.5787

CONFIDENTIAL FURMAN RESOURCES

Office of Spiritual Life	864.294.2133
Trone Center for Mental Fitness	864.294.3031
Employee Assistance Program	800.854.1446
Earle Student Health Center	864.294.2180
Nancy Georgiev (ombudsperson for staff)	864.294.3092
Ombudsperson for faculty	TBA
Judy Bagley	864.294.2322
Director of the Student Office for Accessibility Resources	
Dr. Franklin Ellis	864.294.2267
Associate Dean and Director of the Center for Interpersonal Connections	
Dr. Scott Henderson	864.294.3384
Professor of Education	

Resources (cont'd)

COMMUNITY & NATIONAL RESOURCES

Julie Valentine Center (people who have experienced sexual violence).....	864.467.3633
Online Hotline Available at julievalentinecenter.org	
Safe Harbor (people who have experienced relationship violence).....	800.291.2139
National Sexual Assault Hotline.....	800.656.HOPE (4673)
	RAINN.org
National Domestic Violence Hotline.....	800.799.7233
thehotline.org	
1 in 6 (for male survivors of unwanted sexual experiences).....	1in6.org
National Sexual Violence Resource Center.....	nsvrc.org
Love Is Respect Hotline.....	866.331.9474 or text "loveis" 22522
loveisrespect.org	
The Anti-Violence Project (serves LGBTQ survivors of violence).....	212.714.1141
avp.org	

LEGAL ASSISTANCE

The following organizations may provide legal assistance or assist parties in obtaining free or low-cost legal assistance:

South Carolina Legal Services (respondents)	864.679.3232
South Carolina Victim Assistance Network (may assist with immigration and visa issues)	803.509.6552
South Carolina Bar Attorney Referral Service	800.868.2284

FINANCIAL AID

Office of Financial Aid.....	864.294.2351
(Student financial aid services available)	

DIGITAL RESOURCES

Title IX Webpage.....	www.furman.edu/title-ix/
Read policy, make online an report, & learn more about Title IX	
One Love Foundation (learn about healthy relationships).....	www.joinonelove.org
Wayhaven (Paladin AI Wellbeing Coach).....	www.wayhaven.com/
Download the app & sign up for free with your Furman email	