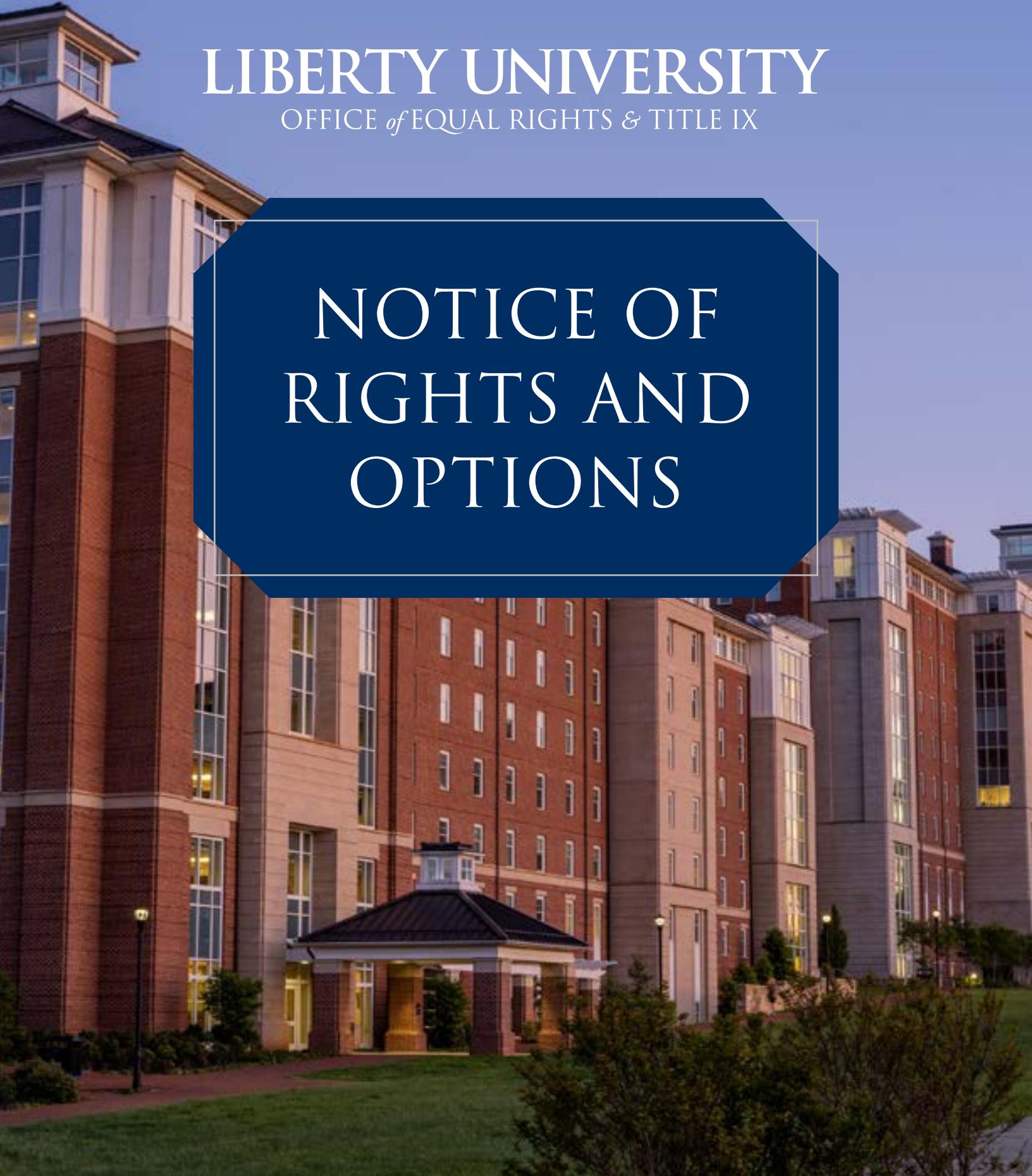


# LIBERTY UNIVERSITY

OFFICE *of* EQUAL RIGHTS & TITLE IX

## NOTICE OF RIGHTS AND OPTIONS



# NOTICE OF RIGHTS AND OPTIONS

**Complainants (victims) and Respondents (accused) have the following rights and options under Liberty University's Office of Equal Rights & Title IX's Nondiscrimination and Equal Opportunity Policy (Policy).**

## **1. Office of Equal Rights & Title IX Complaint Resolution Process:**

Right to a prompt, fair, and impartial review or investigation and resolution of discrimination allegations following a request to initiate a resolution process.

- **Written Notice:** Right to receive a written notice, which includes:
  - › Notice of the party's rights and options.
  - › Notice of the Complaint Resolution Process.
  - › Notice of the allegations of discrimination, which includes the identities of the parties involved in the incident, if known, the alleged discrimination, and the date and location of the incident, if known.
  - › Notice that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Complaint Resolution Process.
  - › Notice that the parties may have an advisor of their choice.
  - › Notice of the prohibition of knowingly making false statements or knowingly submitting false information during the Complaint Resolution Process.

- **Informal Resolution Process:** Option to request an informal resolution after a request to initiate a resolution process. Informal resolutions may not be appropriate in all cases.
- **Formal Resolution Process:** Option to request an investigation and formal adjudication of the discrimination allegations.
- **Provide Information and Witnesses:** Right to provide Investigator(s) with information to review and present witnesses for the Investigator(s) to interview.
- **Preservation of Evidence:** It is important to preserve all evidence that may assist in proving or disproving that the alleged discrimination occurred for the Complaint Resolution Process. Preservation of evidence may include saving photographs, text or direct messages, call logs, emails, or other digital communications, as well as any physical forms of evidence if applicable.

## **2. Advisor:**

Right to be accompanied by an advisor of their choice at any meetings before or during the Complaint Resolution Process (both Informal and Formal).

### **3. Supportive Measures:**

Right to receive Supportive Measures, which may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, No Contact Directives, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus. The Office of Equal Rights & Title IX will maintain as confidential any Supportive Measure provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the Office of Equal Rights & Title IX to provide the Supportive Measure. Complainants and Respondents will receive a document outlining the resources and services available, including mental health services, health services, victim advocacy, and visa/immigration assistance. Filing a Formal Complaint is not required in order to obtain Supportive Measures. To request Supportive Measures, please contact the Office of Equal Rights & Title IX by emailing [ERT@liberty.edu](mailto:ERT@liberty.edu), calling (434) 592-4999, or visiting our office.

- **No Contact Directives:** A No Contact Directive (NCD) is a university directive issued at the discretion of the Office of Equal Rights & Title IX that prohibits communication or contact between the Parties. To request an NCD from the Office of Equal Rights & Title IX, individuals should contact the Title IX Coordinator. An Office of Equal Rights & Title IX-issued NCD is enforced by the Office of Equal Rights & Title IX or the Liberty University Police Department. Filing a Formal Complaint is not required to obtain an NCD.
- **Civil Protective Orders:** Complainants, Respondents, or law enforcement may seek a civil protective order from a magistrate or judge. While the Office of Equal Rights &

Title IX does not issue or obtain protective orders, they can explain the process, answer your questions, and connect you with the appropriate resources. LUPD can assist with understanding and navigating protective orders, including those from other states.

### **4. Law Enforcement:**

Right for the Complainant to be informed of on- and off-campus law enforcement options and to be assisted in reporting to law enforcement. Additionally, Complainants have the right not to be coerced into reporting to law enforcement.

### **5. Presumption of Non-Responsibility:**

Right for Respondents to be presumed not responsible for a Policy violation until a determination has been made regarding responsibility.

### **6. Trained Officials:**

Right to have the Complaint Resolution Processes (Formal and Informal) conducted by officials who receive annual training on issues related to discrimination. These officials are also trained on how to conduct investigations and processes free from bias and conflicts of interest.

### **7. Closed Meetings:**

Right for all meetings and interviews to be closed to the public.

### **8. Challenge Impartiality or Bias of Title IX Officials:**

Right to challenge the impartiality or bias of the Title IX Coordinator, Investigator(s), or decision maker(s).

## **9. Evidence Standard:**

Right for the allegations to be resolved using a preponderance of the evidence standard.

## **10. Sanctions:**

Respondents who are found responsible for Prohibited Conduct under the Policy may face the following sanctions, as determined to be appropriate based on the circumstances:

- Verbal warning
- Written reprimand
- University probation
- Suspension, ranging from 1 semester to 5 years with possible reinstatement requirements determined by the university
- Expulsion
- Transcript notation
- Withholding of diploma or degree for a defined period of time or until the completion of assigned sanctions
- Temporary or permanent revocation of degree
- Revocation of admission to Liberty
- Temporary or permanent restricted access to areas of campus, campus events, activities, organizations, or courses
- Temporary or permanent removal from class or living or housing assignment
- Conditions upon presence on campus or at university events
- Campus ban
- No Contact Directive
- Required attendance at an educational training, meeting, or program
- Writing a reflection paper
- Behavioral contract
- Fine
- Restitution of damages
- Required assessment, counseling, or recovery program
- Community service hours
- Loss of salary or benefit, such as travel funding
- Suspension of promotion and salary

increments ranging from 1 semester to 5 years with possible reinstatement requirements required by the university

- Removal or nonrenewal of scholarships or honors
- Transfer or change of job or responsibilities
- Demotion
- Termination of employment
- Payment of restitution or costs incurred

## **11. Appeal:**

Respondents may have the right to appeal the determination of a Complaint Resolution. Please see the Nondiscrimination and Equal Opportunity Policy for more information regarding appeals.

## **12. Clergy:**

Information shared with the university (except for personally identifying information about the victim) may be included in the LUPD Daily Crime Log and different notifications sent to the campus community, such as LU Alerts, Timely Warning Notices, and Emergency Notifications.

*To make a report of discrimination, please contact the Office of Equal Rights & Title IX or LUPD:*

*Scan to access the reporting form.*



► [Liberty.edu>Title-IX/Incident-Report-Form](http://Liberty.edu>Title-IX/Incident-Report-Form)

Office of Equal Rights & Title IX  
Liberty University

**Office of Equal Rights & Title IX**  
DeMoss Hall, Room 1232  
✉ [ERT@liberty.edu](mailto:ERT@liberty.edu)  
📞 (434) 592-4999

**Liberty University Police Department**  
Green Hall, Room T725  
✉ [LUPD@liberty.edu](mailto:LUPD@liberty.edu)  
📞 (434) 592-3637

## RESOURCES AVAILABLE FOR LIBERTY UNIVERSITY STUDENTS

### **Collaborate, Assess, Resource, Empower (CARE) Team**

- [Liberty.edu/CARE](http://Liberty.edu/CARE)
- ✉ [CARE@liberty.edu](mailto:CARE@liberty.edu)
- ☎ (434) 592-5638

### **International Student Center**

*(for immigration/visa assistance)*

- [Liberty.edu/CASAS/International-Student-Center](http://Liberty.edu/CASAS/International-Student-Center)
- ✉ [ISC@liberty.edu](mailto:ISC@liberty.edu)
- ☎ (434) 592-4118

### **Liberty University Police Department (LUPD)**

- [Liberty.edu/LUPD](http://Liberty.edu/LUPD)
- ✉ [LUPD@liberty.edu](mailto:LUPD@liberty.edu)
- Emergency:*  
☎ (434) 592-3911
- Nonemergency:*  
☎ (434) 592-7641
- Front Desk:*  
☎ (434) 592-3637

### **Lynchburg Police Department**

- [LynchburgVaPolice.gov](http://LynchburgVaPolice.gov)
- Emergency:*  
☎ 911
- Nonemergency:*  
☎ (434) 847-1602

### **Office of Disability Accommodation Support (ODAS)**

- [Liberty.edu/ODAS](http://Liberty.edu/ODAS)
- ✉ [ODAS@liberty.edu](mailto:ODAS@liberty.edu)
- ☎ (434) 592-4016

### **Student Advocate Office (SAO)/Professional Advising Office**

- [Liberty.edu/OnlineSAO](http://Liberty.edu/OnlineSAO)
- ✉ [LUOStudentAdvocate@liberty.edu](mailto:LUOStudentAdvocate@liberty.edu)



# CONFIDENTIAL RESOURCES

## Centra Health Emergency Room

- [CentraHealth.com/Services/  
Emergency-Services](http://CentraHealth.com/Services/Emergency-Services)
- 📞 (434) 200-3000

## Employee Assistance Program

(for LU benefited employees)

- [Liberty.edu/LibertyEAP](http://Liberty.edu/LibertyEAP)

## Liberty University Pastoral Counseling & Care (LUPCC)

- [Liberty.edu/LPCC](http://Liberty.edu/LPCC)
- ✉ [LPCC@liberty.edu](mailto:LPCC@liberty.edu)
- 📞 (434) 592-PCAC

## Liberty University Counseling & Psychological Services

(for Virginia residents only)

- [LUStudentCounseling.com](http://LUStudentCounseling.com)
- ✉ [CAPS@liberty.edu](mailto:CAPS@liberty.edu)
- 📞 (434) 582-2651

## Liberty University Health Center (CVFP)

- [LUStudentHealth.com](http://LUStudentHealth.com)
- ✉ [StudentHealthRecords@liberty.edu](mailto:StudentHealthRecords@liberty.edu)
- 📞 (434) 338-7774

## Timely Care

(for residential students only)

- [TimelyCare.com](http://TimelyCare.com)

## Virginia Legal Aid Society

(for Virginia residents only)

- [VLAS.org](http://VLAS.org)
- 📞 (434) 846-1326

Confidential resources are not required to report information shared with them. Some exceptions (e.g., compliance with a lawfully issued and binding subpoena or court order) may apply. You should discuss up front the limits of confidentiality with each confidential resource.



## ADDITIONAL RESOURCES

### Crisis Text Line

(free 24/7 confidential crisis support in English and Spanish; suicide prevention hotline for anxiety, depression, and bullying)

- [CrisisTextLine.org](https://CrisisTextLine.org)
- Text HOME to 741741 to connect with a volunteer crisis counselor.

### Feeling Kinda Blue

(social networking for those battling depression, anxiety, grief, emotional pain, isolation, and mental illness)

- [FeelingKindaBlue.org](https://FeelingKindaBlue.org)
- (866) 728-7983

### National Mental Health Hotline

(free 24/7 confidential support for depression, anxiety, or any mental health crisis)

- [MentalHealthHotline.org](https://MentalHealthHotline.org)
- (866) 903-3787

### National Suicide Prevention Lifeline

(free 24/7 counseling for mental health struggles, emotional distress, alcohol or drug use concerns, or when you just need to talk)

- [Chat.988Lifeline.org](https://Chat.988Lifeline.org)
- 988

*All links and contact information are accurate at time of printing.*





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