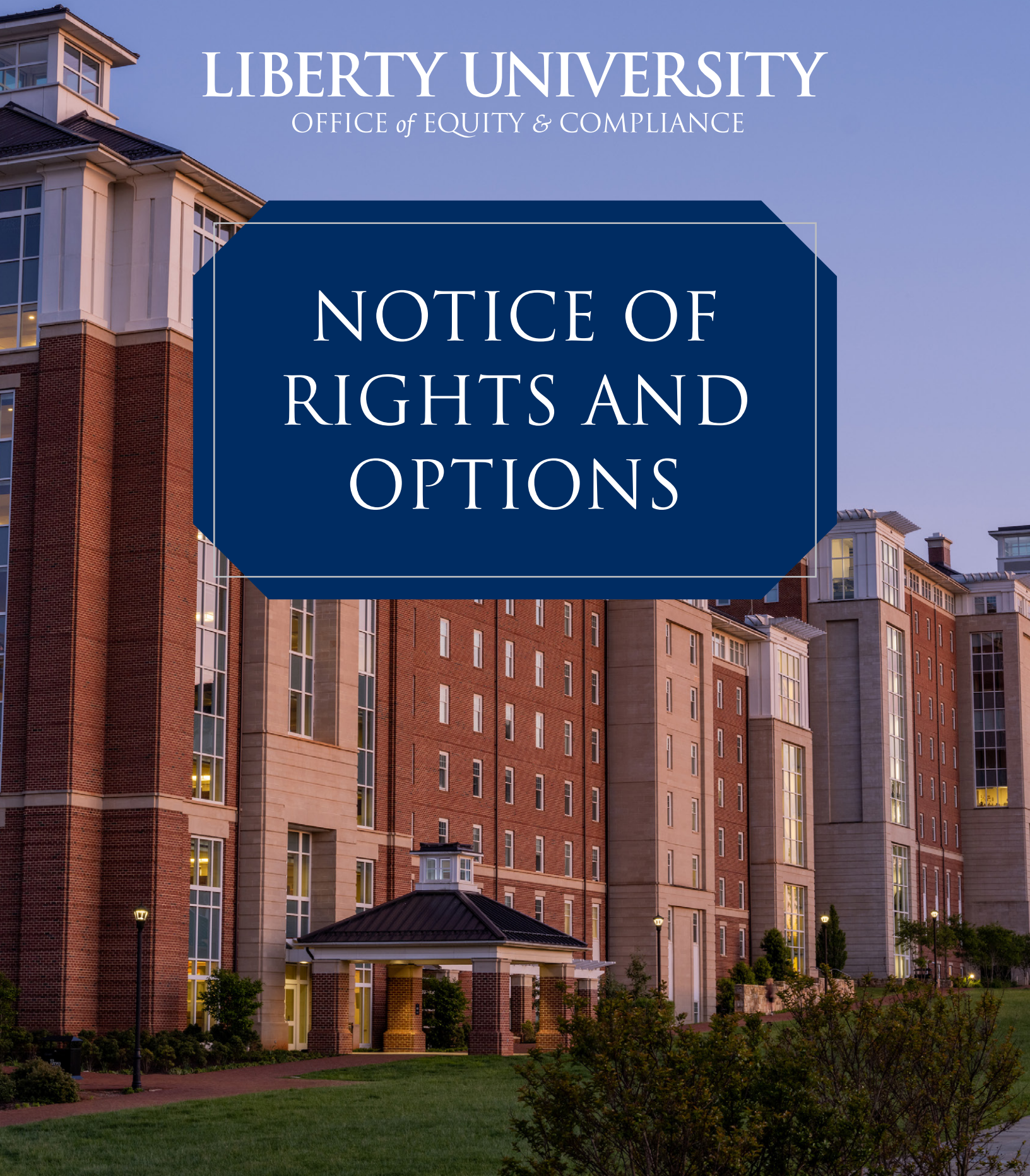




# LIBERTY UNIVERSITY

OFFICE *of* EQUITY & COMPLIANCE

## 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 Equity & Compliance's (OEC) Nondiscrimination and Equal Opportunity Policy (Policy).

## 1. OEC 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.

## 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 OEC 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 OEC 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.

- **No Contact Directives:** A No Contact Directive (NCD) is an OEC-issued directive that prohibits communication or contact between the Parties. NCDs may be mutual or one-sided. To request an NCD from the OEC, individuals should contact the Title IX Coordinator. An OEC-issued NCD is enforced by contacting the Liberty University Police Department (LUPD) or the OEC.
- **Civil Protective Orders:** Complainants, Respondents, or law enforcement may seek a civil protective order from a magistrate or judge.

## 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, meetings, 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. Clery:

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 OEC or LUPD:

Scan to access the reporting form.



➤ **Liberty.edu/Title-IX/ Incident-Report-Form**  
Office of Equity & Compliance  
Liberty University

**Office of Equity & Compliance**  
DeMoss Hall, Room 1232  
✉ [OEC@liberty.edu](mailto:OEC@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](https://liberty.edu/CARE)  
✉ [CARE@liberty.edu](mailto:CARE@liberty.edu)  
☎ (434) 592-5638

**International Student Center**

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

**Liberty University Police Department (LUPD)**

➤ [Liberty.edu/LUPD](https://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](https://LynchburgVaPolice.gov)  
*Emergency:*  
☎ 911

*Nonemergency:*  
☎ (434) 847-1602

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

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

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

➤ [Liberty.edu/Online/Student-Advocate-Office/](https://liberty.edu/Online/Student-Advocate-Office/)  
✉ [LUOStudentAdvocate@liberty.edu](mailto:LUOStudentAdvocate@liberty.edu)





CONFIDENTIAL RESOURCES

Centra Health Emergency Room

➤ CentraHealth.com/Services/  
Emergency-Services  
☎ (434) 200-3000

Employee Assistance Program  
*(for LU benefited employees)*

➤ Liberty.edu/LibertyEAP

Liberty University Pastoral  
Counseling & Care (LUPCC)

➤ Liberty.edu/LPCC  
✉ LUPastoralCC@liberty.edu  
☎ (434) 592-PCAC

Liberty University Counseling &  
Psychological Services  
*(for Virginia residents only)*

➤ LUStudentCounseling.com  
✉ CAPS@liberty.edu  
☎ (434) 582-2651

Liberty University Health Center (CVFP)

➤ LUStudentHealth.com  
✉ StudentHealthRecords@liberty.edu  
☎ (434) 338-7774

Timely Care  
*(for residential students only)*

➤ TimelyCare.com

Virginia Legal Aid Society  
*(for Virginia residents only)*

➤ 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

➤ CrisisTextLine.org  
☎ Text HOME to 741741 to connect with  
a volunteer Crisis Counselor

Feeling Kinda Blue

➤ FeelingKindaBlue.org  
☎ (866) 728-7983

National Mental Health Hotline

➤ MentalHealthHotline.org  
☎ (866) 903-3787

National Suicide Prevention Lifeline

➤ Chat.988Lifeline.org  
☎ 988

All links and contact information accurate at time of printing.







**LIBERTY** | OFFICE *of* EQUITY  
UNIVERSITY | & COMPLIANCE

**DeMoss Hall, Room 1232**

✉ **OECE@liberty.edu** | ☎ **(434) 592-4999**