

Gender Equity &  
Title IX Compliance Office

# ANNUAL REPORT

2021



# TABLE OF CONTENTS

<b>Mission, Values, and Director's Letter</b>	<b>1</b>
<b>Our Office</b>	<b>2</b>
<b>Title IX Office Timeline</b>	<b>4</b>
<b>Definitions of Key Terms</b>	<b>6</b>
<b>University Sexual Harassment Investigation Board (USHIB)</b>	<b>8</b>
<b>Education</b>	<b>10</b>
<b>Reports and Outcomes</b>	<b>12</b>
<b>Partnering with National Academies of Sciences, Engineering and Medicine</b>	<b>14</b>
<b>Sharing Resources with Other Institutions</b>	<b>15</b>
<b>Resources</b>	<b>16</b>







# MEMBERS OF THE WASHINGTON UNIVERSITY COMMUNITY

---

## MISSION

---

The mission of the Gender Equity and Title IX Compliance Office (GETIXCO) is to ensure that Washington University maintains a safe and inclusive learning and working environment free from discrimination on the basis of sex, sexual orientation, gender, gender identity, and gender expression. GETIXCO is committed to administering fair and equitable processes to address complaints of sexual assault, sexual harassment, dating violence, domestic violence, and stalking.

## VALUES

---

**Equity.** We will strive to provide university community members of all genders a fair and just experience.

**Inclusion.** We are committed to having a safe learning and working environment for all members of the university community.

**Respect.** We will work to ensure that all members of the university community are treated with respect, dignity, and civility.

**Responsiveness.** We are dedicated to responding to all reports made to our office in a timely manner.

Thank you for your interest in the work of the Gender Equity and Title IX Compliance Office (GETIXCO). We have prepared our first Annual Report to provide insight into the work we do for the Washington University community. This report illustrates our commitment to responding to discrimination—including sexual harassment and sexual violence—in an effective, timely, and transparent manner. We are equally committed to ensuring that any individuals involved in these incidents will be treated with respect and fairness.

Despite the ongoing COVID-19 pandemic, the 2021–22 academic year was a busy one. We provided live trainings to 48 audiences, and online training for almost 6,000 students. We also responded to 105 reports. Information about the reports, resolutions, and affiliations of those involved is included in this report.

Because this is our first Annual Report, we cannot compare the data from 2021–22 to previous years, except in one area—formal investigations of complaints filed against student respondents. This year, the University Sexual Harassment Investigation Board (USHIB) completed four investigations, up from just one during the 2020–21 academic year. Although we have done our best to demystify the Gender Equity and Title IX Grievance Processes implemented in 2020, we are not yet back to pre-lockdown levels of formal investigations, but reports have increased. As we work to increase transparency and trust in these processes, we anticipate a commensurate increase in formal investigations as survivors feel more comfortable sharing their experiences and seeking our support.

I hope you find this report useful and look forward to your feedback, which we will use to make improvements for next year. Thank you.

**Jessica W. Kennedy, JD**  
*Director and Title IX Coordinator*



## OUR OFFICE

---

The Gender Equity and Title IX Compliance Office has five full-time staff members. Working with many campus partners and several outside investigators, we serve as a resource for the campus community to support and protect those who have experienced gender-based discrimination.



### **Jessica W. Kennedy**

*Director & Title IX Coordinator | She/Her | [jwkennedy@wustl.edu](mailto:jwkennedy@wustl.edu)*

Jessica is responsible for the development, implementation, and monitoring of the university's efforts to comply with Title IX legislation, regulation, and case law. This work includes, but is not limited to, overseeing the university procedures related to sex discrimination, sexual harassment, and sexual assault; managing educational materials and training for the campus community; and coordinating the university's timely response to, and investigation of, alleged violations of Title IX. She is one of two university representatives to the National Academies of Science, Engineering and Medicine's Action Collaborative on Preventing Sexual Harassment in Higher Education. She is also the convener of the quarterly St. Louis-Area Title IX Roundtable.



### **Cynthia M. Copeland**

*Assistant Director & Associate Title IX Coordinator | She/Her  
[cmcopeland@wustl.edu](mailto:cmcopeland@wustl.edu)*

Cynthia is responsible for the intake of and response to all reports made to GETIXCO. She works with students, faculty, and staff to provide resources, support, and guidance about informal and formal resolution options. Cynthia also administers the formal grievance processes for student matters. In addition, she oversees the recruitment and training of the University Sexual Harassment Investigation Board (USHIB).



## OUR OFFICE

---



### **Jordan Crean**

*Title IX Education Specialist | She/Her | [jcrean@wustl.edu](mailto:jcrean@wustl.edu)*

Jordan serves in a key role for increasing and strengthening university-wide education and training with a primary focus on issues related to sexual harassment, sexual assault, dating violence, domestic violence, and stalking. She develops and implements evidence-based, audience-specific programs, including planning annual training for the USHIB.

---



### **Eva Fischer**

*Title IX Investigator | She/Her | [efischer@wustl.edu](mailto:efischer@wustl.edu)*

Eva serves as the primary investigator for the USHIB, complying with grievance procedures for complaints of sexual assault filed against university undergraduate, graduate, and professional students, acting as a neutral party in the investigation and providing a detailed, unbiased report of party and witness interviews and evidence provided. Eva also investigates non-USHIB matters, conducting interviews and gathering evidence to support prompt, well-informed decisions.

---



### **Sarah Winkler**

*Administrative Coordinator | She/Her | [sarahwinkler@wustl.edu](mailto:sarahwinkler@wustl.edu)*

Sarah provides administrative support for the GETIXCO staff including maintaining schedules, greeting and directing visitors, and ensuring confidentiality in the office. She also provides logistical support and preparation for presentations, training, interviews, workshops, and special events that occur on and off campus. In addition, Sarah takes on special projects for the office and designs educational and promotional materials.



# TITLE IX OFFICE TIMELINE

---

The evolution of Title IX compliance at the university has been marked by increased resources, contributions from the community, and continued support from the administration. Since 2013, the size, scope, and impact of the office has grown significantly, adding five staff members and providing university-wide education and investigations.

2012

Washington University convened the Title IX Task Force to review Title IX procedures and staffing in light of the 2011 Department of Education's Dear Colleague Letter, making recommendations to update policies and add personnel

2013

University Sexual Assault Investigation Board (USAIB) created

2014

Full-time Title IX Coordinator hired

2015

Sexual Assault and Relationship Violence Task Force published comprehensive Final Report, assessing current initiatives and recommending best practices and innovative approaches for moving university forward to end sexual assault

2016

Sexual Misconduct Review Team created recommendations for prioritizing implementation of the Task Force Report, using new data from the 2016 AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct, and updated Student Conduct Code



# TIMELINE

2017

Assistant Director, Associate Title IX Coordinator hired

2018

Title IX Strategic Working Group published Final Report, recommended addressing staffing needs, creating Title IX Advisory Committee, increasing training for USAIB, and making changes to website

2019

Education Specialist, Investigator, Administrative Coordinator hired

2020

Trump Administration regulations precipitated policy and procedural changes, including renaming of Title IX Office (now Gender Equity and Title IX Compliance Office), renaming of USAIB (now University Sexual Harassment Investigation Board), creation of Title IX Grievance Processes for students, faculty, and staff, and Gender Equity Grievance Process for students

2022

Notice of Proposed Rule Making from Biden Administration

2023

Biden Administration changes to Title IX regulations to be released



# DEFINITIONS OF KEY TERMS

---

## **Complainant**

The Complainant is any individual (whether a WashU student, WashU employee, or an individual outside of our WashU community) who initiates a Formal Complaint about behavior that may constitute a violation of the University Student Conduct Code (USCC) or other WashU policies.

## **Dating Violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

*For the purposes of this definition:*

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

## **Domestic violence**

Domestic violence includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, 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 technological abuse that may or may not constitute criminal behavior, by a person who

- is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- shares a child in common with the victim; or
- commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

## **Formal Complaint**

The written and signed description of behavior that may violate the USCC or other WashU policies, submitted by a Complainant to initiate a formal investigation.

## **Formal Investigation**

The process followed to investigate a Formal Complaint including interviews with parties and witnesses, evidence gathering, and a decision by the USHIB.

## **Mandatory Reporter**

Mandatory reporters include: 1) any university employee who becomes aware of incidents (or allegations) of sexual harassment, sexual assault, domestic violence, dating violence, stalking, or other forms of misconduct that violate university policy by or against a person they supervise; 2) any faculty member who becomes aware of such incidents against a student; and 3) any department head, director, or other similar administrator who becomes aware of such incidents. All employees with supervisory authority, graduate students with teaching responsibilities, and employees who have significant responsibility for students and campus activities, are mandatory reporters. For more information, please review the university's Discrimination and Harassment Policy.

Even if a mandatory reporter believes an incident has already been reported, they are expected to share it with GETIXCO or their supervisor, who in turn is expected to share it with GETIXCO.

Mandatory reporters include, but are not limited to: all WashU faculty members, WashU Residential Life employees, WashU athletic coaches and trainers, WashU academic deans, WashU advisors, and WashU assistants in course instruction.

## **Report**

The submission of information to GETIXCO reporting a potential violation of the USCC or other WashU policies involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Reports can be filed by students, faculty, staff, or third parties.

## **Respondent**

The Respondent is an individual reported in a Formal Complaint to have violated the USCC or other WashU policies.

## **Sanctions**

Consequences imposed after a finding of responsibility through any investigative process. A list of possible sanctions can be found in Section VI of the USCC.



## Sexual Assault

Under the Clery Act, sexual assault is defined as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

## Sexual Harassment

A form of discrimination based on sex, it may include unwelcome sexual advances or other nonconsensual conduct of a sexual nature, when 1) submission to or rejection of such conduct is used as a basis or threatened basis for employment decisions or for academic evaluation, grades, or advancement; or 2) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance and creating an abusive, hostile, or intimidating work or academic environment.

Title IX prohibits certain forms of sexual harassment, specifically conduct on the basis of sex that satisfies one or more of the following (collectively "Prohibited Conduct"):

An employee of the university conditioning provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (also known as "quid pro quo" harassment);

Unwelcome conduct by a university student or employee that, in the view of a reasonable person, is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the university's education program or activity (also known as "hostile environment" harassment); or

Any instance of sexual assault, dating violence, domestic violence, or stalking, as those terms are defined by the Clery Act or the Violence Against Women Act (also known as "per se" harassment).

## Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

*For the purposes of this definition:*

- 'Course of conduct' means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- 'Reasonable person' means a reasonable person under similar circumstances and with similar identities to the victim.
- 'Substantial emotional distress' means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## Supportive Measures

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the university's education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

## USHIB

The University Sexual Harassment Investigation Board (USHIB) comprises faculty, staff, and students who are trained to investigate Formal Complaints of sexual assault, sexual harassment, domestic violence, dating violence, and stalking. The USHIB investigates and decides the outcome of Formal Complaints referred to it by the university's Title IX Coordinator.



# UNIVERSITY SEXUAL HARASSMENT INVESTIGATION BOARD (USHIB)

USHIB members serve as decision makers in the Student Title IX Grievance Process and the Student Gender Equity Grievance Process. The USHIB is critical in helping resolve complaints involving reports of sexual assault, harassment, dating violence, domestic violence, and stalking. Including faculty, staff, and students from across all schools on both the Danforth and Medical campuses, USHIB members serve two-year terms. New member recommendations are solicited from a variety of university members including the president of Student Union, leaders of the Graduate Student Senate, the Graduate and Professional Council, academic and student services deans, directors, and department heads.

USHIB members are trained throughout the academic year. These trainings are a combination of presentations by university staff members, presentations by outside experts, role playing, group discussion, and activities. Since 2013, the topics covered have included: trauma and trauma-informed practices in investigations; how to question parties; how to question witnesses; the role

alcohol and drugs play in sexual assault; the USHIB process; prevention efforts at WashU; how to review and analyze investigation reports; how to make decisions using a preponderance of evidence standard; how to write a decision; neurodivergency and sexual assault; the role of Washington University Police Department (WUPD) in sexual assault investigations; and implicit bias, among others.

Training materials provided to the USHIB since 2020 are available for review on the GETIXCO website at [titleix.wustl.edu](http://titleix.wustl.edu).

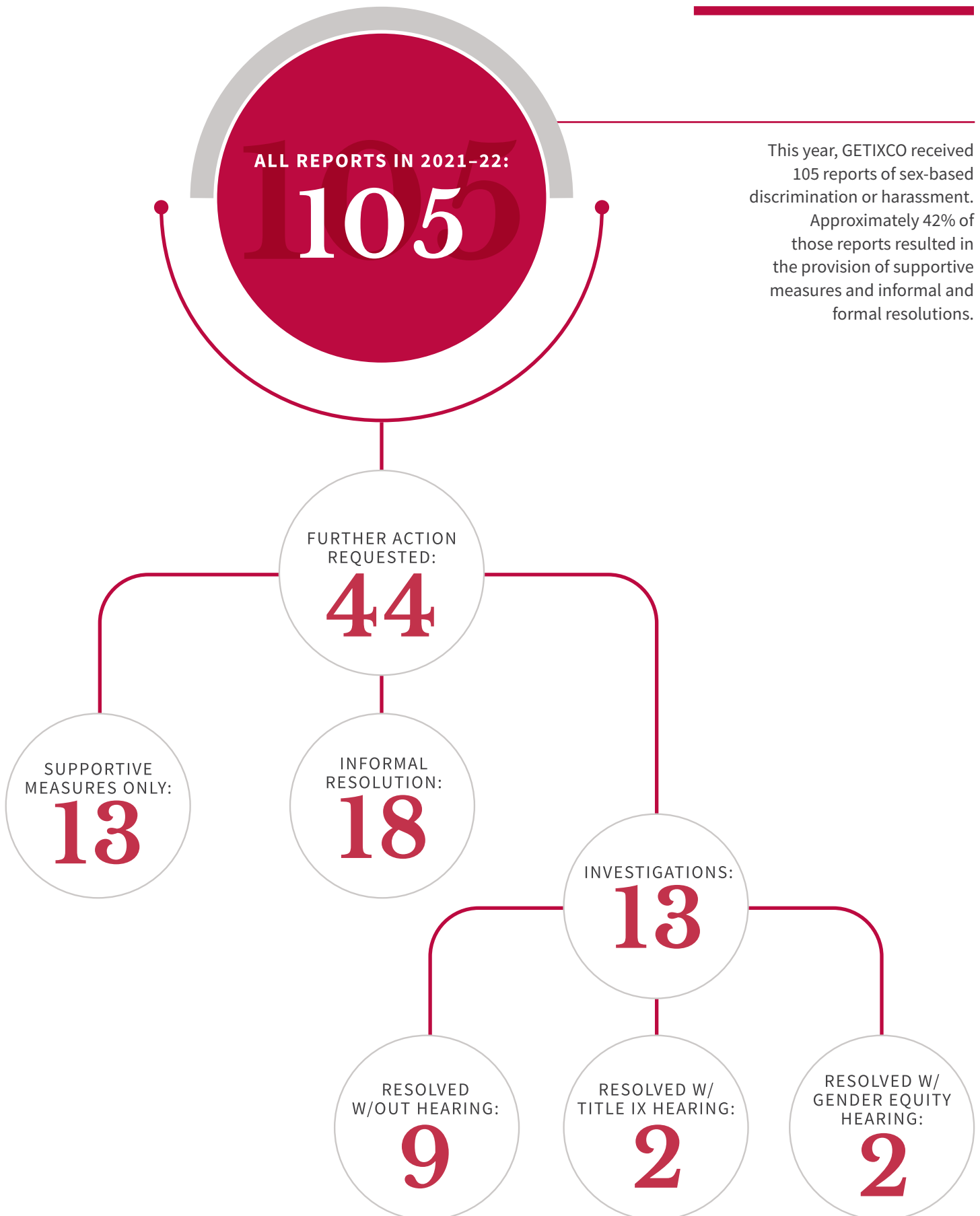
## USHIB Investigation Statistics

The USHIB (formerly USAIB) was created in January of 2013. From July 2013 to July 2020, 61 investigations have been initiated and 58 have been decided by the USHIB. (Three investigations were halted by the withdrawal of the Formal Complaint by the Complainant.) Of those 58 decisions, 34 found the Respondent responsible, while 24 did not.

## USHIB DECISIONS BY YEAR AND OUTCOME

Academic Year	Number of Investigations	Responsible	Not Responsible	Complaint Withdrawn	Expulsion	Suspension	Probation, No Contact Order and/or Educational Sanctions
2021-22	4	2	2	0	0	2	2
2020-21	1	0	1	0	0	0	0
2019-20	5	3	2	0	0	0	3
2018-19	6	4	2	0	0	3	1
2017-18	10	7	2	1	4	0	3
2016-17	13	6	6	1	2	3	1
2015-16	11	6	4	1	0	2	4
2014-15	6	3	3	0	0	2	1
2013-14	5	3	2	0	1	1	1







# EDUCATION

One of the most important goals of the Gender Equity and Title IX Compliance Office is the provision of educational resources for the WashU community. Our training goals include educating students, staff, and faculty about their rights under Title IX as well as their reporting and support responsibilities (if applicable). GETIXCO also strives to make our process clear and transparent. Finally, we utilize in-person, online, and passive educational tools to fulfill the training requirements of the federal Title IX regulations, the Clery Act, and the Violence Against Women Act.

At the beginning of each academic year, mandatory online training introduces all incoming undergraduate, (including transfer), graduate, and professional students to the resources and policies at WashU. GETIXCO works with Vector Solutions (formerly Everfi) to provide the training, which meets Title IX and Clery Act requirements. Additionally, the Vector Solutions platform hosts the NCAA-required annual training for athletes and Athletics staff. For the 2021–22 academic year, 100% of our student athletes and Athletics staff completed the online program.

Over the course of the 2021–22 academic year, we provided 28 in-person trainings to WashU students, faculty, staff, and student staff. This includes trainings for residential advisors, assistants in course instruction, faculty and staff accompanying students abroad, and student groups, among others. We provide annual and on-demand trainings, and are able to modify our offerings to meet general needs and address specific concerns as they arise. Each year, our staff works to expand our offerings and continues to reach a wider audience.

GETIXCO also provides initial training and continuing education for the USHIB. Members of this group serve as decision-makers in hearings when students are accused of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, whether the behavior is investigated through the Student Title IX Grievance Process or the Student Gender Equity Grievance Process. Each fall, training topics include reviewing the investigator's

## 3,565

**INCOMING GRADUATE AND  
PROFESSIONAL STUDENTS COMPLETED  
ONLINE TRAININGS**



## 1,904

**INCOMING UNDERGRADUATE AND  
TRANSFER STUDENTS COMPLETED  
ONLINE TRAININGS**



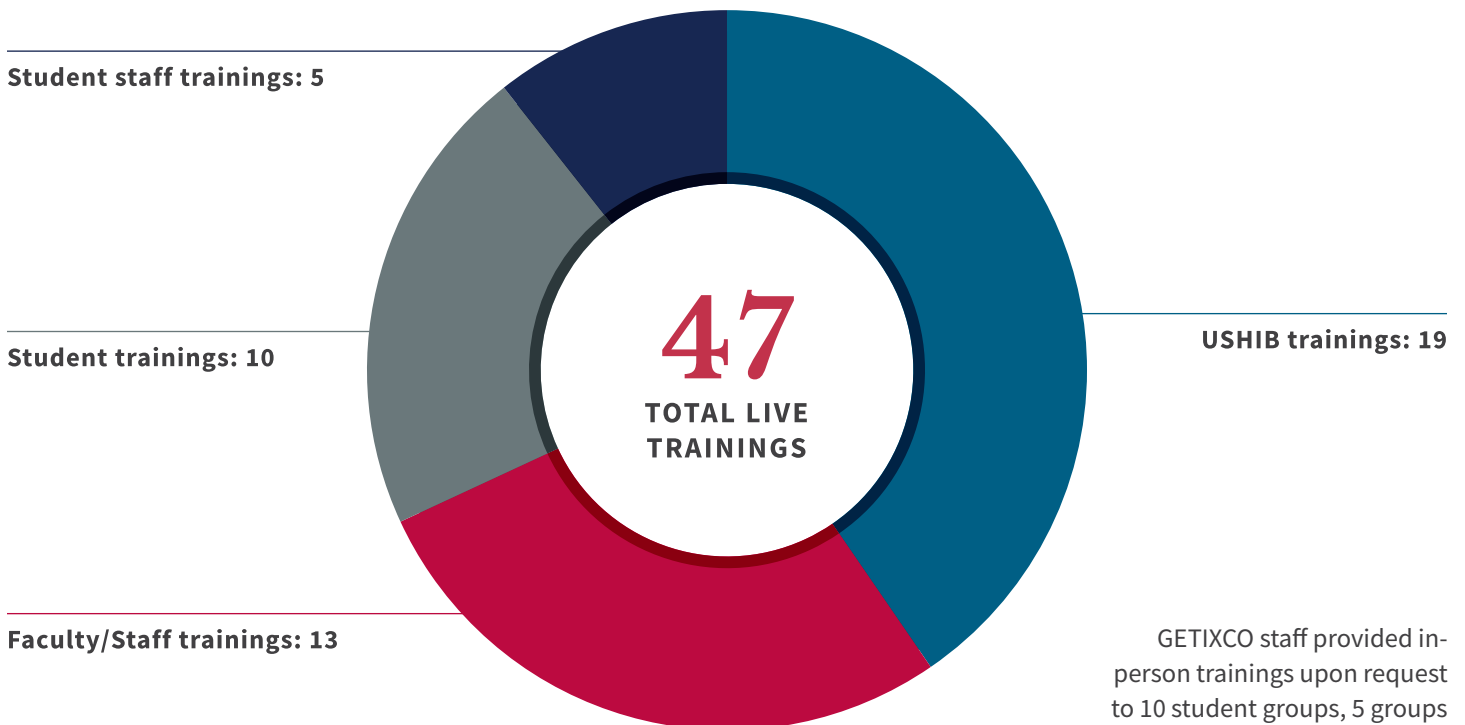
report, questioning parties, making a decision, and skills-based training designed to practice asking questions of volunteer actors. In the spring, we partnered with the Center for Diversity and Inclusion to educate USHIB members about bias and cultural humility, with WashU Cares to learn more about student mental health, and with EndTAB, a national organization that trained members about common forms of online abuse and abuse via technology.

GETIXCO maintains a close working relationship with the Relationship and Sexual Violence Prevention Center (RSVP) to ensure students complete required programming through their office, including events such as The Date, Beyond Sex Ed, and Stand By Me. These programs are designed to provide first-

and second-year students with education about such issues as sexual assault, stalking, and relationship violence.

In an effort to meet the needs of students found responsible who remain members of our community or reintegrate within our community after a period of suspension, GETIXCO's education specialist created and implemented an in-house educational program. Designed to foster reflection on past behaviors and to build skills for future interactions, the program includes modules about consent, alcohol use, healthy boundaries, and conflict resolution. During the 2021–22 year, one student completed educational work with our staff.

## LIVE TRAININGS BY AUDIENCE



GETIXCO staff provided in-person trainings upon request to 10 student groups, 5 groups of student staff members, and 13 groups of faculty and staff. In addition, the USHIB received trainings twice a month during the academic year, with an additional skills-building session in January.

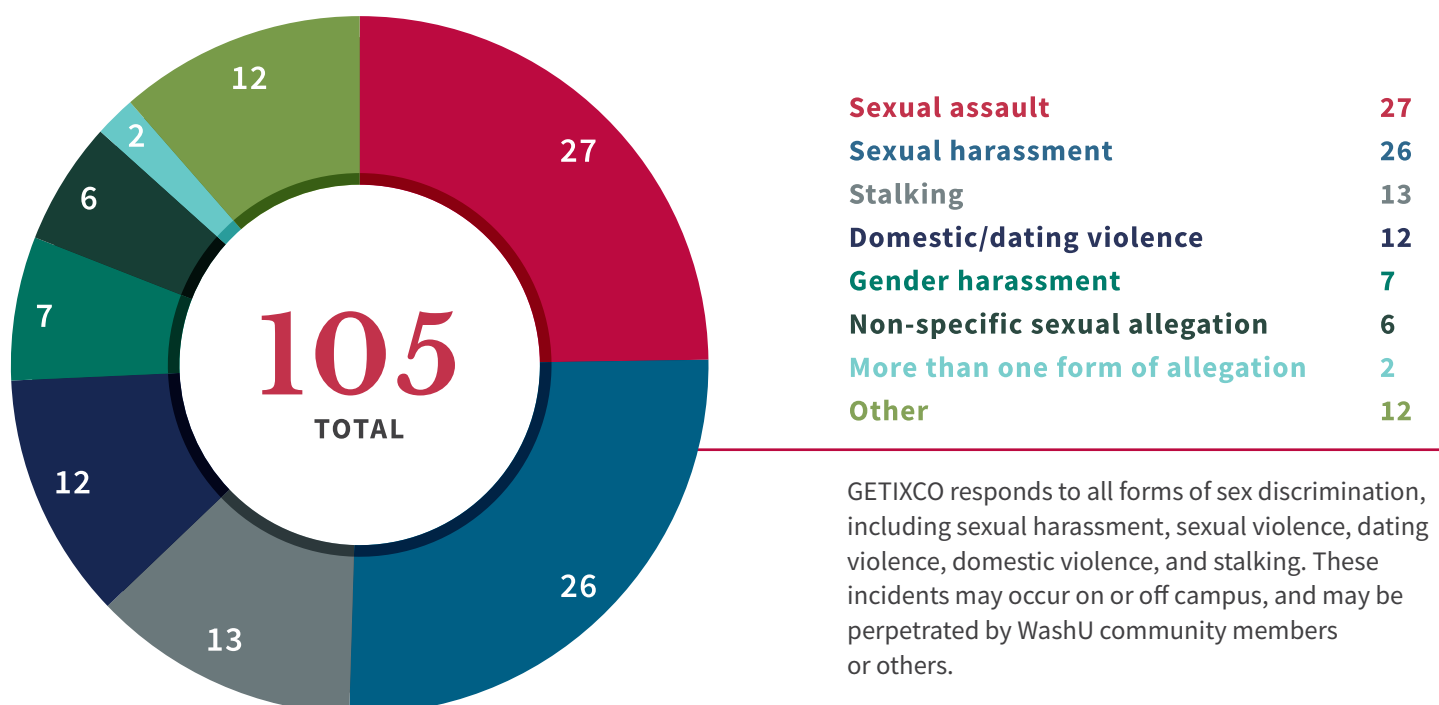


## AFFILIATION OF PARTIES INVOLVED IN REPORTS RECEIVED IN 2021-22

COMPLAINANT	RESPONDENT					
	Student	Staff	Faculty	Other	Unknown	
	Student	52	3	2	15	13
	Staff	0	6	5	4	0
	Faculty	1	0	0	0	0
	Other	1	0	1	2	0

Sexual harassment affects the entire WashU community. GETIXCO responds to reports from students, faculty, and staff, as well as anyone outside of WashU who is affected by sexual harassment in any university program or activity.

## ALLEGATIONS





## REPORTS ABOUT STUDENT SEXUAL MISCONDUCT MATTERS

66

BY MANDATORY REPORTERS

16

BY SURVIVORS

10

BY 3RD PARTIES

Reports of sexual misconduct are received by GETIXCO from several sources. All faculty and many staff members, including some student staff, are required to report information they receive. Third party reports come from witnesses, roommates, friends, and parents, among others.

## OUTCOMES OF STUDENT RESPONDENT CASES CLOSED IN 2021-22

No action requested	28
Supportive measures only	9
Informal resolution	9
Investigations	8
<b>TOTAL</b>	<b>54</b>

Those who experience sexual misconduct committed by students were most likely to want no action by GETIXCO or seek supportive measures only (No Contact Orders, academic accommodations, etc.). Informal resolutions often include educational conversations, while investigations include the matters decided by the USHIB.

## SUPPORTIVE MEASURES

GETIXCO provides a number of supportive measures in addition to the the Formal Complaint processes. These are intended to ensure that students, staff, and faculty affected by sexual assault, sexual harassment, dating violence, domestic violence, or stalking are able to access needed resources and accommodations. Available measures include no trespass orders, academic accommodations, housing accommodations, work accommodations, referrals to on- and off-campus counseling and educational resources, and referral to Washington University Police Department (WUPD).

GETIXCO also provides No Contact Orders. The Orders remain in effect as long as one or both parties are affiliated with the university. They prohibit in-person,

electronic, and third-party communication as well as accessing the recipient's social media.

All of these supportive measures, if deemed appropriate, are available regardless of whether or not a Formal Complaint has been filed and may be requested by anyone involved in these matters.

Any student who has experienced sexual misconduct, sexual harassment, sexual assault, dating violence, domestic violence, or stalking may also request supportive measures, including reasonable accommodations, from the Relationship and Sexual Violence Prevention (RSVP) Center. GETIXCO often partners with RSVP to provide services to those affected by these incidents.



# PARTNERING WITH NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE



## ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION

In 2019, Washington University and its School of Medicine became part of the Action Collaborative on Preventing Sexual Harassment in Higher Education, formed by the National Academies of Sciences, Engineering, and Medicine (NASEM). The Action Collaborative, founded in 2019, grew out of NASEM's 2018 report detailing pervasive harassment in academia, "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine." (National Academies of Sciences, Engineering, and Medicine. 2018. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24994>) In consultation with interested higher education institutions, the Action Collaborative was created to address sexual harassment across many sectors within higher education. This includes various disciplines and fields (not just STEM); the overlapping settings or communities (e.g., classroom, lab, office, department, school, and university-wide); and the multiple populations within campus hierarchies (e.g., undergraduate student, graduate student, teaching assistant, research assistant, post-doctoral fellow, interns, residents, junior faculty, senior faculty, staff, senior administrator, etc.). In addition, the Action Collaborative

focuses on individuals who may experience more sexual harassment due to one or more marginalized identities, such as sexual and gender diverse individuals (e.g., homosexual, transgender, bisexual, and queer); women of color (e.g., Black, Latino, Native, and Indigenous women); white women; people with a disability; and migrants or foreign nationals. The Action Collaborative is currently made up of over 55 member organizations.

Since 2019, GETIXCO Director Jessica Kennedy has served as the primary institutional representative to the Action Collaborative, along with representatives from the School of Medicine. Since its inception, the Action Collaborative has informed significant policy changes, released a series of publications, developed a first-of-its-kind resource repository, and held biannual meetings that draw hundreds from across the landscape of higher education. As a member of the Response Working Group, Kennedy co-authored the 2022 perspectives paper, "Exploring Sanctions and Early Interventions for Faculty Sexual Harassment in Higher Education." (Stubaus, K. and Harton, M. (Eds.). 2022. *Exploring Sanctions and Early Interventions for Faculty Sexual Harassment in Higher Education*. Washington, DC: National Academies of Sciences, Engineering, and Medicine. <https://doi.org/10.17226/26646>)



# SHARING RESOURCES WITH OTHER INSTITUTIONS

---

The profession and practice of Title IX education and compliance benefits from the frequent review of related case law, new regulations, and information about best practices in the field. To this end, in 2015, we started the St. Louis Area Title IX Roundtable, a quarterly convening of St. Louis Area Title IX personnel. Practitioners from different educational institutions act as valuable resources for one another and provide the opportunity to meet with others who understand the significance of this work. Some sessions have included presentations by local attorneys and other professionals, providing their insight and expertise on a variety of topics, including:

**Allison Tombros Korman**, Director of Culture of Respect

**Kate Nash**, Tueth Keeney, New Title IX Regulations

**Falon M. Wrigley**, Armstrong Teasdale, Updating Your Preferred Name Policy and Addressing Off-Campus Conduct.

Member institutions also worked together to host a full-day training from the Office for Victims of Crime Training and Technical Assistance Center, which focused on the specific needs of our LGBTQIA+ population, on and off campus.

Institutions represented include: Central Methodist University, Columbia College, East Central College, Fontbonne University, Goldfarb School of Nursing, Greenville College, Harris-Stowe State University, Jefferson College, Liberty School District, Lincoln University, Lindenwood University, Logan College of Chiropractic, Maryville University, McKendree University, Mineral Area College, Missouri Baptist University, Missouri S&T, Missouri State University, Ranken Technical College, Southeast Missouri State University, Southern Illinois University Edwardsville, Southwestern Illinois College, St. Charles Community College, State Fair Community College, St. Louis Community College, St. Louis University, Stephens College, Three Rivers College, Truman State University, University of Missouri System, University of Health Sciences and Pharmacy, University of Illinois, University of Missouri–Columbia, University of Missouri–St. Louis, Urshan College, Washington University in St. Louis, Webster University, Western Illinois University, Westminster College, and William Woods University.



# RESOURCES

## CAMPUS SERVICES AND RESOURCES

### All Emergencies (Police/Fire/Medical)

On Danforth Campus, call the WUPD (314) 935-5555

On Medical Campus, call WUSM Protective Services (314) 362-HELP (4357)

### Washington University Police Department (WUPD) (Danforth Campus)

Lien House, 6615 Shepley Drive (South 40) (314) 935-5555 • [police.wustl.edu](http://police.wustl.edu)

WUPD officers are available 24 hours a day to respond to any call involving an emergency or need for police assistance.

### WUSM Protective Services (Medical Campus)

4590 Children's Place, St. Louis, MO 63110-1031  
(314) 362-HELP (4357) • [facilities.med.wustl.edu/security](http://facilities.med.wustl.edu/security)

WUSM Protective Services officers are available 24 hours a day to respond to any call involving an emergency or need for police assistance.

### Emergency Support Team (EST) - Danforth Campus

(314) 935-5555 • [est.wustl.edu](http://est.wustl.edu)

The Washington University Emergency Support Team (EST) is a volunteer student organization that provides 24-hour emergency medical care to the Washington University community. Half of the members are licensed Emergency Medical Technicians (EMTs), and the other half are certified in standard first aid. EST additionally offers classes in CPR and first aid, provides first aid for special campus events, and co-sponsors an EMT class each spring.

### Habif Health & Wellness Center (Danforth Campus)

Habif Health & Wellness Center (314) 935-6666  
Mental Health Services (314) 935-6695  
Nathan Dardick House, Lower Level  
[students.wustl.edu/habif-health-wellness-center](http://students.wustl.edu/habif-health-wellness-center)

In the Nathan Dardick House on the South 40, the Habif Health & Wellness Center provides medical, mental health, and health promotion services designed to enhance the physical and emotional well-being of students.

For comprehensive information on these services, visit the Habif website. There is a nurse answer line available to answer any questions a student may have after-hours when Habif is closed. For after-hours care, please call (314) 935-6666.

### Human Resources

(314) 935-2332

### Employee Relations

[employeerelations@wustl.edu](mailto:employeerelations@wustl.edu)  
Work environment, personnel issues, supervisor relationships

### Work-Life Solutions (formerly known as Employee Assistance Program) Available 24/7

(844) 365-4587 • [hr.wustl.edu/eap](http://hr.wustl.edu/eap)

### Ombuds

The Offices of the Ombuds serve as confidential, independent, and impartial resources that offer assistance in the informal resolution of university-related conflicts and advocate for fair treatment and process. Washington University has three separate ombuds offices dedicated to our faculty, staff, postdoctoral appointees, and graduate and professional students.

For staff, postdocs, and graduate and professional students:  
[staffombuds.wustl.edu](http://staffombuds.wustl.edu)

For Danforth faculty: [facultyombuds.wustl.edu](http://facultyombuds.wustl.edu)

For School of Medicine faculty and students: [ombuds.med.wustl.edu](http://ombuds.med.wustl.edu)

### TimelyCare

An app available to all students who pay the health and wellness fee. 24-hour telehealth is available through the app.

TimelyMD licensed physicians and counselors will be available 24/7 to provide a range of services, including:

- On-demand medical care
- Appointment-based medical care
- On-demand mental health support
- Appointment-based mental health counseling
- Psychiatric support
- Health coaching

Students can download the app here to have it available:  
[app.timelycare.com](http://app.timelycare.com)

### WUSM Mental Health Services

The professional staff members of Student Health Counseling work with students to resolve personal and interpersonal difficulties, many of which can affect their academic experience. These include conflicts with or worry about friends or family, concerns about eating or drinking patterns, and feelings of anxiety and depression. In addition, international students may find living in a new culture stressful. Although some concerns are more frequent than others, students' experiences are as varied as the students themselves. Staff members help each person figure out her or his own situation. Services include individual, group, and couples counseling, crisis counseling, and referrals.

4525 Scott Ave., Room 3420 (Third Floor), East Building, St. Louis, MO 63110  
Phone: (314) 362-3523 • Fax: (314) 362-0058  
[Studenthealthservice@wusm.wustl.edu](mailto:Studenthealthservice@wusm.wustl.edu)

### Relationship and Sexual Violence Prevention (RSVP) Center

Seigle Hall, Suite 435 • (314) 935-3445 M-F during business hours

After hours, a representative can be reached by calling SARAH during the academic year at (314) 935-8080 or WUPD at (314) 935-5555.

[students.wustl.edu/relationship-sexual-violence-prevention-center](http://students.wustl.edu/relationship-sexual-violence-prevention-center)  
[rsvpcenter@wustl.edu](mailto:rsvpcenter@wustl.edu)

The RSVP Center offers 24/7 response to students who have been victimized, or are in a threatening situation and desire support with medical care, police response, or emergency housing. Additionally, during business hours, the RSVP Center is a confidential space to discuss survivor rights, options for reporting, resources that are available both on campus and in the community, and to access ongoing support. The RSVP Center also provides education and training on sexual harassment, sexual violence, dating violence, and stalking, and provides opportunities for student involvement through Green Dot, SARAH, LIVE, the Men's Project, and CARE.

### Sexual Assault and Rape Anonymous Helpline (SARAH)

(314) 935-8080 • [sarah.wustl.edu](http://sarah.wustl.edu)

SARAH is a 24-hour confidential helpline run by students during the academic year. Open to all members of the Washington University community, the helpline provides information and referrals. All SARAH volunteers have received at least 60 hours of training on issues related to sexual assault.

### Student Health Services (Medical Campus)

3rd Floor of the East Building, 4525 Scott Avenue, Suite #3420  
Hours: M-F, 8:00 a.m.-4:00 p.m. • (314) 362-3523 • [wusmhealth.wustl.edu](http://wusmhealth.wustl.edu)  
[studenthealthservice@wusm.wustl.edu](mailto:studenthealthservice@wusm.wustl.edu)

Student Health Services on the Medical Campus provides on-site medical, mental health, and health promotion services to medical campus students.

### Uncle Joe's Peer Counseling and Resource Center

Gregg House, basement • 24-hour phone counseling (314) 935-5099  
In-person counseling: 10 p.m.-1 a.m. every night during semesters  
[unclejoe.wustl.edu](http://unclejoe.wustl.edu)



Uncle Joe's is a student-run peer counseling service. The students who work at Uncle Joe's are available for confidential guidance and referrals by phone or in person. Uncle Joe's has information and resources for dealing with a wide range of problems encountered by college students.

## **University Sexual Assault Response Team (USART)**

Kim Webb, Chair (314) 935-8761

USART is a multidisciplinary group composed of administrators, faculty, and community response members. This team is devoted to strengthening the community response, internally and externally, in order to provide the most compassionate and efficient care possible for students.

## **SAFE Reporting: Supporting a Fair Environment (Medical Campus)**

[safereporting.wustl.edu](http://safereporting.wustl.edu)

Report a concern regarding mistreatment or unprofessional behavior in the learning environment.

## **OFF-CAMPUS SERVICES AND RESOURCES**

The following services and resources may be able to help you. They are not affiliated with Washington University in any way.

### **All Emergencies (Police/Fire/Medical)**

Off campus: 911

## **CRIME VICTIMS ASSISTANCE**

### **Crime Victim Center**

(314) 652-3623

24-hour, 7-days-a-week hotline for victims of all types of crimes. Provides emotional aid, information, and referral services.

### **Legal Services of Eastern Missouri**

(314) 534-4200 • (800) 444-0514

4232 Forest Park Avenue, St. Louis, MO 63108

Legal Services of Eastern Missouri is an independent, nonprofit organization that provides high quality civil legal assistance and equal access to justice for low-income people and the elderly in eastern Missouri.

## **CRISIS AND COUNSELING**

### **International Institute of St. Louis**

(314) 773-9090 • [www.iistl.org](http://www.iistl.org) • [info@iistl.org](mailto:info@iistl.org)

The International Institute of St. Louis offers comprehensive adjustment services for refugees and immigrants in the St. Louis community, including counseling.

### **LGBT National Hotline**

(888) 843-4564

The Lesbian, Gay, Bisexual and Transgender (LGBT) National Hotline provides telephone, online private one-to-one chat and email peer-support, as well as factual information and local resources for cities and towns across the United States.

[help@LGBThotline.org](mailto:help@LGBThotline.org)

Hours: M-F, 3 p.m.-11 p.m. (CST); Sat. 11 a.m.-4 p.m.

### **National Domestic Violence Hotline**

(800) 799-SAFE (x7233)

24-hour support for survivors of sexual and relationship violence available in over 170 languages.

### **National Sexual Assault Hotline**

(800) 656-HOPE (x4673)

Rape, Abuse, and Incest National Network (RAINN) facilitates free and confidential support and advice 24/7, and an online chat-based hotline service.

### **National Suicide Prevention Lifeline**

(800) 273-8255 • Deaf & Hard of Hearing 711+1-800-273-8255

The Lifeline provides 24/7, free and confidential support for people in distress and prevention and crisis resources for you or your loved ones.

### **Safe Connections**

2165 Hampton Ave., St. Louis, MO 63139 (314) 531-2003

24-hour crisis hotline for women who have experienced physical, emotional, and sexual abuse. In-person individual counseling is also offered.

### **Trans LifeLine**

(877) 565-8860

A hotline staffed by transgender people for transgender people. Trans Lifeline volunteers are ready to respond to whatever support needs members of our community might have.

### **The Trevor Project**

(866) 488-7386

LGBTQ crisis intervention and suicide prevention services.

### **YWCA St. Louis Regional Sexual Assault Center**

(314) 645-4848 • hotline: (314) 531-7273

1155 Olivette Executive Parkway, Olivette, MO 63132

The YWCA Women's Resource Center offers confidential counseling and a number of classes on assertiveness, self-defense, and other topics. The center also coordinates SART (Sexual Assault Response Team), which consists of a group of volunteers trained to provide crisis intervention to victims of sexual assault. SART volunteers are available to victims receiving medical attention at the hospitals close to Washington University.

## **HOSPITALS**

### **Barnes-Jewish Hospital**

One Barnes Jewish Hospital Plaza, St. Louis, MO 63110

Emergency Department • (314) 362-9123

### **St. Mary's Health Center**

6420 Clayton Road, St. Louis, MO 63117

Emergency Department • (314) 768-8360

## **POLICE DEPARTMENTS**

For all emergencies off campus, call 911.

### **Clayton Police**

10 S. Brentwood Blvd, Clayton, MO 63105

Non-emergency • (314) 645-3000

### **City of St. Louis Metropolitan Police**

Area 2 Division Station, 3157 Sublette Ave., St. Louis, MO 63139

Non-emergency • (314) 444-0100

Area 3 Division Station, 919 N. Jefferson Ave., St. Louis, MO 63106

Non-emergency • (314) 444-2500

Area 5 Division Station, 4014 Union Blvd., St. Louis, MO 63115

Non-emergency • (314) 444-0001

### **St. Louis County Police**

7900 Forsyth Blvd., St. Louis, MO 63105

Non-emergency • (636) 529-8210

### **University City Police**

6801 Delmar, University City, MO 63130

Non-emergency • (314) 725-2211



