

Reporting Sexual Misconduct to the College

Any person may report Sexual Misconduct in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's oral or written report.

Such a report may be made at any time (including during non-business hours) via the [Haverford Online Reporting Form](#), or by mail to the office address listed for the Title IX Coordinator. The Online Reporting Form will provide a link to this Policy, as well as encourage individuals to review this Policy for more information about procedures and resources.

Individuals who report Sexual Misconduct in Pennsylvania will also be informed of their rights as a victim of crime under Pennsylvania law.

Once an individual provides a report of Sexual Misconduct, the report will be reviewed by the Title IX Coordinator. At this stage, only the Title IX Coordinator will have access to the report, and they will share the information on a limited basis as required to take the appropriate next steps. Using the information gathered through the Online Reporting Form, the College will promptly contact the Complainant to discuss appropriate Supportive Measures and to explain the process for filing a Formal Complaint and that Supportive Measures are available with or without the filing of a Formal Complaint. Complainants are not required to respond to outreach from the College and the College will respect this decision, with limited exceptions where it is obligated by law or to act in the safety interest of the community.

Only individuals authorized by the College may enter, update, access, share, or disseminate the electronic data collected, created, or maintained from the Online Reporting Form.

Anonymous Reports

An individual may make a report of Sexual Misconduct to the Title IX Coordinator, and if preferred, may do so without disclosing one's name using the online reporting form listed above and here:

[Haverford Online Reporting Form](#)

Depending on the level of information available about the incident or the individuals involved, the College's ability to respond to an anonymous report may be limited. The College will, however, take whatever steps it deems appropriate and in the best interest of the overall College community, consistent with the information available. The College will never refuse to respond on the grounds that a report was made anonymously.

Information collected through the anonymous reporting line will be shared only with necessary College officials in order to respond to the reported concern. Information is kept confidential and no personally identifiable information is shared, except as necessary to follow this Policy, without the reporting party's consent.

Title IX Coordinator

The Title IX Coordinator provides supervision and management of the College's efforts to address and resolve incidents of sexual and gender-based discrimination. The Bi-College Title IX Coordinator is:

Kimberly F. Taylor

Bi-Co Title IX Coordinator

[Haverford](#) & [Bryn Mawr](#) Colleges

ktaylor4@haverford.edu

Haverford College

Office location: Stokes Hall 208D; Phone: 610-896-1234

At Haverford College, the Title IX Coordinator has reporting responsibilities to:

John McKnight

Dean of the College

Haverford College

jmcknight@haverford.edu

Support and Resources

Supportive Measures

Supportive Measures are non-disciplinary, non-punitive, and individualized services that the College offers and may put in place, without fee or charge, after receiving notice of possible violations of this Policy. Supportive Measures are designed to restore or preserve access to the College's Education Program and Activity, protect the safety of all Parties and the College's educational environment, and/or deter Sexual Misconduct, while not being punitive in nature or unreasonably burdening any Party.

Both Complainants and Respondents have the right to receive Supportive Measures from the College regardless of whether a Formal Complaint has been filed. The Title IX Coordinator will contact a Complainant after receiving notice of possible violation of this Policy (1) to discuss the availability of Supportive Measures and (2) to explain that Supportive Measures are available with or without the filing of a Formal Complaint of Title IX Sexual Harassment. The Title IX Coordinator will consider the Complainant's wishes with respect to implementation of Supportive Measures.

To determine the appropriate Supportive Measure(s) to be implemented, the College will conduct an individualized assessment based on the unique facts and circumstances of a situation. Whether a possible Supportive Measure would unreasonably burden the other Party is a fact-specific determination made by the College in its discretion that takes into account the nature of the Education Program and Activity, opportunities and benefits in which an individual is participating.

Examples of Supportive Measures may include, as appropriate and as reasonably available:

- referral to counseling or medical services
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- campus escort services
- restrictions on contact between the Parties (no contact orders)
- changes in work or housing locations
- leaves of absence
- increased security and monitoring of certain areas of the campus

Supportive Measures will remain private to the extent possible, but may be disclosed where necessary to implement the supportive measure. Some College officials will be notified of Supportive Measures as needed for implementation.

The Title IX Coordinator will ultimately serve as the point of contact for any individual requesting Supportive Measures.

Supportive Resources

On-Campus Resources

- **[Counseling and Psychological Services \(CAPS\)](#)**
610-896-1089 (M-F, 9am-5pm)
- **[Campus Safety](#)**
610-896-1111
- **[Center for Gender Resources and Sexual Education \(GRASE\)](#)**
Email: hc-grase@haverford.edu
- **[Dean's Office Staff](#)**
Email: dickerson@haverford.edu

Regional Resources

- **Victims Services Center of Montgomery County**
888-521-0983
www.victimservicescenter.org
- **The Crime Victims' Center of Chester County**
610-692-7273
www.cvcofcc.org
- **Delaware County Women Against Rape**
610-566-4342
www.delcowar.org
- **Network of Victim Assistance (Bucks County)**
1-800-675-6900
www.novabucks.org
- **Berks Women in Crisis (Berks County)**
610-372-9540
www.berkswomenincrisis.org
- **Women Against Abuse (Philadelphia)**
866-723-3014
www.womenagainstabuse.org
- **Women Organized Against Rape (Philadelphia)**
215-985-3333
www.woar.org

National Resources

- **RAINN (Rape, Abuse & Incest National Network)**
800-656-HOPE (4673)

Online chat:

- English: online.rainn.org
- Española: rain.org/es

www.rainn.org/

- **National Sexual Violence Resource Center**
www.nsvrc.org/

Emergency Removal

The College may remove a Respondent from the College's Education Program or Activity on an emergency basis, where the College (1) undertakes an individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Misconduct justifies a removal.

If a College official determines such removal is necessary, the Respondent will be provided notice and an opportunity to appeal the decision immediately following the removal.

Administrative Leave

The College retains the authority to place a non-student employee Respondent on administrative leave during the pendency of the Resolution Process, consistent with [Haverford College Employee Handbooks](#). An employee will not be placed on administrative leave unless and until a Formal Complaint of Sexual Misconduct has been filed with the College.