



THE WORLD'S PREMIER
CULINARY COLLEGE

San Antonio Campus Sexual Assault Bill of Rights

Statement of Rights for Victims of Sexual Violence



VICTIM STATEMENT OF RIGHTS

For all students and employees who report an incident of sexual violence – covering sexual assault, domestic violence, dating violence and stalking.

Victims are entitled to specific rights whether they pursue a formal complaint or not. Additionally, written notice of these rights must be provided to a student or employee when they report their victimization. Institutions must afford any student or employee who reports that they have been the victim of an incident of sexual violence, either on or off campus, with the following information and rights:

As a complainant of sexual misconduct, you have a right to:

- Privacy, including in accordance with the Family Educational Rights and Privacy Act (FERPA) (**for students only**), subject to the Institution's legal obligation to investigate, remedy and address sexual misconduct on campus. Additionally, the College will make all reasonable efforts to ensure the preservation of privacy, restricting information to those with a legitimate need to know;
- An investigation and appropriate resolution of all credible complaints of sexual misconduct;
- Be treated with dignity and respect throughout the process;
- Receive information regarding how to access available resources such as counseling, advocates, support, mental health and medical treatment on and off campus;
- Report the incident through the process outlined in the CIA's Harassment, Sexual Misconduct, & Discrimination Policy and/or the off campus law enforcement system without unnecessarily having to repeat the description of the incident to more individuals as practicable;
- Choose to contact off-campus law enforcement and/or have campus safety assist you in contacting law enforcement;
- Refuse all of these options without reproach from any CIA official with the understanding that such refusal may impact an investigation and action by the CIA;
- A prompt and thorough investigation of the complaint;
- Be accompanied by an advisor of your choice through the investigation and/or appeal process (students only);
- An outcome based solely on evidence presented during the conduct process. Such evidence shall be credible, relevant, based in fact, and without prejudice;
- Be notified, in writing, of the investigation outcome, including the outcome to any appeal and any sanctions that apply, if deceased, this may be provided to next of kin;
- Be fully informed of the Harassment, Sexual Misconduct, & Discrimination Policy and procedures to report, investigate, and resolve a complaint as well as possible sanctions;
- The same support opportunities available to the accused throughout the investigation;
- Receive timely information regarding the status and outcome of the investigation/hearing;
- Options to change/modify your academic or work schedule or on-campus living situation if such changes are reasonably available and appropriate under the circumstances. These changes can happen regardless of a formal complaint, investigation, campus or criminal charges. These changes will respect the complainant's confidentiality to the extent possible and may include:
 - Moving from one on-campus residence to another on-campus residence;
 - Rescheduling of an exam, paper, or assignment;
 - Taking an incomplete in a class;
 - Administratively withdrawing (AW) from a class;
 - Transferring to a different class section;
 - Taking a temporary leave from the CIA;
 - Adjusted work schedule;
- Understand that you are not responsible for crime(s) committed against you;
- NOT have mediation offered to you as the sole means of addressing or resolving your complaint;
- Protective measures such as, but not limited to: a "no contact order" (NCO) issued from the college and to be notified if the accused is prohibited from contacting you or entering your residence hall with the ability to obtain a copy of the NCO and reviewing it with a CIA official to fully understand the consequences if a violation of the NCO takes place, assistance by the

VICTIM STATEMENT OF RIGHTS CONTINUED

CIA in obtaining an "order of protection" (OOP) from a criminal or family court, assistance from the CIA to enforce a NCO or OOP including, but not limited to arrest by local law enforcement, interim suspension, or additional conduct charges, assistance from the CIA in issuing "no trespass" letters to off-campus individuals;

- Assistance by the CIA/Campus Safety to obtain transportation and or escort students to and from classes, vehicles, residence halls, medical appointments, counseling sessions, legal advising sessions, etc.;
- Appeal the outcome and/or sanction(s) in accordance with the process outlined in the Harassment, Sexual Misconduct, & Discrimination Policy;
- Know that a violation of the Harassment, Sexual Misconduct, & Discrimination Policy will be based on preponderance of evidence (more likely than not);
- NOT have any personally identifiable information released to the public without your consent. No personally identifiable information will be contained in any publically available reports or disclosures required pursuant to the Clery Act including, but not limited to the daily crime log;
- NOT experience retaliation for reporting the incident;
- Disclose, if the accused is an employee of the CIA, the incident to the CIA's human resources authority or the right to request that a confidential or private employee assist in reporting to the appropriate human resources authority;
- Receive assistance from appropriate CIA representatives in initiating legal proceedings in family court or civil court;
- Withdraw a complaint or involvement from the CIA process at any time;
- Be given a copy of these rights when you make a complaint

IMMEDIATE STEPS TO TAKE IF YOU ARE A VICTIM OF SEXUAL ASSAULT

Call the Crime Victim/Rape Crisis Hotline at (2) 349-7273. They will ensure that a trained advocate is available to assist you at the hospital and will work directly with the hospital staff to enlist the services of a Sexual Assault Nurse Examiner (SANE). The nurse can provide pregnancy tests and preventative treatment for some sexually transmitted infections (STI) free of charge. **Inform the nurse if you suspect being drugged.**

Methodist Specialty and Transplant Hospital
8026 Floyd Curl Drive, San Antonio, Texas, 78229
(210) 575-8168 (ER)

Preserve Evidence. Preserve evidence of the sexual assault – do **not** bathe, shower, douche, eat, drink, or brush your teeth. If possible, try not to eliminate any waste. Any of these behaviors can wash away evidence. Any clothing, if not still being worn, and any bedding or fabric should be preserved and not laundered. These items may contain forensic evidence and be useful if you decide to report the crime to law enforcement. Put them in a paper bag, not plastic.

Pack a change of clothes; you may need to leave what you're wearing at the hospital.

Call Campus Safety and a trusted friend. Safety can drive you to the hospital and your friend can be there for support.

Make an official report to the CIA

Director – Education (SSC Building) (210) 554-6452
Title IX Coordinator (Roth Hall S-324) (845) 451-1314

Consider filing a police report. To file a police report, contact the **San Antonio Police Department** directly at (210) 207-7273 OR **Bexar County Sheriff's Department** at (210) 335-6000.

Know that it is your right to have an advocate present while being interviewed by the police. **Advocates** are available through the **Rape Crisis Hotline:** (210) 349-7273

Important Information

EMERGENCY HELP

To ensure your safety, get immediate medical assistance, or to report a crime that has just happened, please call:

On CAMPUS

Director - Education (210) 554-6452

Off CAMPUS

Rape Crisis Center (24 hours) (210) 349-7273

Will send an advocate to meet you at the hospital and help with crisis intervention.

Center for Health Care Services and Crisis Line: (210) 223-7233

San Antonio Police Department (210) 207-7273

Bexar County Sheriff's Department (210) 335-6000

Or **911** for emergency

Other Numbers

Student Services (210) 554-6451

CIA Student Affairs** (845) 451-1316

Title IX Coordinator** (845) 451-1314

Section 504/ADA Coordinator** (845) 451-1429

The Culinary Institute of America (CIA) is an Equal Opportunity Employer committed to the principle of equal opportunity in education and employment, in compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, and other federal, state, and local laws.

The CIA does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, marital status, veteran status, ancestry, national or ethnic origin, or any other protected group or classification under federal or state laws. These principles also apply to admissions, financial aid, academic matters, career services, counseling, housing, employment policies, scholarship programs, medical services, and all other programs and activities available at the CIA.

The Culinary Institute of America, pursuant to Title IX, Title VII, and state laws also prohibits sexual harassment, which includes sexual assault and sexual violence.

**** Office located on our Hyde Park, New York campus**

The "Campus Sexual Assault Victims' Bill of Rights" exists as a part of the campus security reporting requirements, commonly known as the Jeanne Clery Act.