

Baylor
College of
Medicine

RESOURCES FOR ▶

Survivors of Sexual Violence, Relationship Violence, and Stalking

2016

WE ARE HERE FOR YOU

Baylor College of Medicine is committed to providing a safe and supportive environment for all community members, guests and visitors. We believe that all individuals have the right to be free from all forms of sex and gender-based discrimination, which includes acts of sexual violence, relationship violence and stalking.

Sexual Violence which includes sexual assault and sexual misconduct are physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent.

Relationship Violence (Dating Violence or Domestic Violence) includes acts of violence that occur in intimate relationships or by a current or former spouse. These acts can be physical, sexual, emotional, economic, or psychological, and are used to establish power and control over another person.

Stalking involves engaging in a course of conduct directed at a specific person, which causes that person (or a member of their household) to fear for his/her safety or the safety of others.

We value the ideal of **Respect** and will not tolerate acts of sex or gender-based misconduct. All reports of such behavior are taken seriously. College administrators are here to support you and the information contained in this brochure is intended to help you make informed decision.

IF YOU HAVE EXPERIENCED SEXUAL VIOLENCE, RELATIONSHIP VIOLENCE, OR STALKING

▶ **Go to a safe place.** This could be the home of a friend, family member, or neighbor, a community center, a fire station or a police station.

▶ **Contact someone you trust.** It is important to talk to someone about what has happened. You do not have to go through this alone.

▶ **Preserve evidence.** It is important to preserve evidence even if there has not been a decision on whether or not to seek medical care or make a report. Evidence should be collected immediately in order to preserve the quality of the item(s). It is recommended that an individual not shower, bathe, wash hands, use the toilet, change clothes, or wash clothing/bedding after an assault. Items such as clothing/bedding should be placed in a paper bag. Other items such as photographs, videos, audio recordings, and communication via text, emails, and/or social media platforms should be saved.

▶ **Seek Medical Attention.** Health care professionals can provide treatment for injuries, test for sexually transmitted infections (STIs), and collect forensic evidence. Forensic exams are performed by specially trained doctors or nurses and can be completed even if an individual has not decided to make a report to local law enforcement. In the Texas Medical Center, **Memorial Hermann Hospital** (713.704.1261), **Ben Taub Hospital** (713.873.2000), and Texas Children's Hospital (832.824.1000) provide forensic exams.

Around the city of Houston, **Memorial Hermann branch hospitals** (Southwest, Northwest, Southeast, Northeast, Memorial City, Katy, Sugar Land, The Woodlands, Children's Memorial Hermann), and **Methodist Willowbrook** can assist.

The Houston Area Women's Center (713.526.7273, www.hawc.org) and **The Montrose Center (LGBT support and services)**, (713.526.3211, www.montrosecenter.org) can provide free rides to and from the hospital as well as accompaniment from an advocate who can help individuals understand the process, available resources, and will stay during portions of the exam for support if desired.

▶ **Seek confidential support.** Baylor offers faculty, staff, residents, postdoctoral trainees and students access to confidential healthcare services and discussions at no additional cost.

For confidential healthcare services and discussions, consult:

Student and House Staff Mental Health Service: 713.798.4881 or student-help@bcm.edu
Wellconnect (students only): 866.640.4777 or <http://www.wellconnectbysrs.com>
Employee Assistance Program (EAP) (faculty/staff only): 713.500.3008 or 866.893.3776

For confidential discussions only, consult the **Ombuds Office:** 713.798.5039, ombudsoffice@bcm.edu, or <https://www.bcm.edu/ombuds>

▶ **Consider making a report.** An individual who has experienced an act of violence or stalking has the option to notify or not notify authorities, including local law enforcement and College administrators. If notified, law enforcement officials can assist in obtaining orders of protection, restraining orders, or other court orders. If notified, College administrators can assist individuals with evaluating their options, contacting the appropriate law enforcement agency, and can offer interim remedial measures such as no contact orders and assistance with changes to work or academic environments.

REPORTING OPTIONS

Baylor College of Medicine strongly encourages the prompt reporting of sexual violence, relationship violence, and stalking to local law enforcement or a College administrator.

Filing a criminal complaint by reporting to local law enforcement agencies:

Baylor College of Medicine Security Office

713.798.3000 extension 8-811 from the BCM phone system
email bcm-security@bcm.edu

Texas Medical Center Police (located in Garage #2)
713.798.5000

Houston Police Department

713.884.3131
www.houstonpolice.org

Houston Police Department Sexual Assault Information Line

713.308.1400
email SAinfo@houstonpolice.org

Harris County Sherriff Office

713.221.6000
www.harriscountysos.org

FILING A COMPLAINT BY REPORTING TO BAYLOR COLLEGE OF MEDICINE:

In addition to or in lieu of reporting a criminal complaint to local law enforcement, individuals who have experienced sexual violence, dating violence, domestic violence, or stalking can file a complaint with Baylor College of Medicine. Complaints to the College can be made even if police conclude there is insufficient evidence for criminal charges, or the victim/survivor does not want to participate further in the College's investigation process.

Title IX Coordinator

Mikiba W. Morehead
Office of Institutional Diversity
One Baylor Plaza - Main Campus
Cullen Building, Suite 415A
mikiba.morehead@bcm.edu 713.798.8137

Deputy Title IX Coordinator for Employees

Sandra Dunn
Team Lead, Employee Relations
John P. McGovern Campus
2450 Holcombe, Suite OW100
sadunn@bcm.edu 713.798.5886

Integrity Hotline

855.764.7292 or <https://secure.ethicspoint.com>
(Enter Organization Name as Baylor College of Medicine)

FILING A COMPLAINT ANONYMOUSLY TO BAYLOR COLLEGE OF MEDICINE:

Individuals who wish to remain anonymous can report by telephone or in writing to the Title IX Coordinator, Deputy Coordinator, or via the Integrity Hotline phone or web portals. Baylor will take seriously and investigate all reports received, however remaining anonymous may hinder the results of the investigation and the College's ability to stop the behavior, remedy its effects, and prevent recurrence.

PRIVACY PROTECTION AND CONFIDENTIAL REPORTING

Privacy protection means that Baylor College of Medicine complies with the Family Educational Rights and Privacy Act (FERPA), and will protect the privacy of any person making a report as well as any individuals named in a report of sexual violence, dating violence, domestic violence, and/or stalking, to the extent possible.

College administrators must take reasonable steps to safeguard the privacy of those involved by preventing unauthorized access to reports, other written documentation, and any verbal information collected. College administrators may share information on a "need to know" basis, as required to investigate, adjudicate, and/or implement sanctions arising out of a report. Furthermore, any College administrator who receives a report of sexual violence, dating violence, domestic violence, or stalking *must* share the information with Baylor's Title IX Coordinator, unless the administrator receives the report while providing medical or mental health services.

Confidential reporting means that the information provided **will not** be shared with anyone else without the consent of the reporter. Individuals desiring strict confidentiality should seek an appointment with a counselor, a health care provider,

a religious/faith leader, an off campus crisis resource or victim advocate agency. A College administrator **who is acting in the capacity of a medical provider and** receives a report of sexual violence, dating violence, domestic violence, or stalking during a patient encounter, or through the provision of medical or mental health services is **NOT** required to share the information with Baylor's Title IX Coordinator. **Information received by a College administrator outside of the provision of medical or mental health services must be shared with Baylor's Title IX Coordinator. Baylor community members seeking internal confidential reporting may access the following Baylor College of Medicine service programs:**

Student and House Staff Mental Health Service: 713.798.4881 or student-help@bcm.edu

Wellconnect (students only): 866.640.4777 or <http://www.wellconnectbysrs.com>

Employee Assistance Program (EAP) (faculty/staff only): 713.500.3008 or 866.893.3776

RETALIATION

Baylor College of Medicine will not tolerate acts of retaliation in response to or in connection with any report or investigation of sexual violence, dating violence, domestic violence, or stalking. Any individual who believes that he/she has experienced acts of retaliation should report these incidents immediately to the Title IX Coordinator or Deputy Coordinator.

Upon notice of alleged retaliation, the College will take necessary steps to provide a safe academic and working environment. Individuals responsible for retaliation will be met with disciplinary action up to an including removal from the Baylor community.

INVESTIGATION & ADJUDICATION PROCESS

Baylor College of Medicine will take seriously and investigate all reports of sexual violence, dating violence, domestic violence, or stalking. Reported allegations will be investigated by an impartial process that is prompt, fair, and conducted by College administrators who receive specialized training.

During the investigation both Complainants and Respondents will:

- Receive simultaneous written notice of the initiation and conclusion of an investigation, the investigation findings, recommended sanctions (if applicable), appeal procedures, any changes to sanctions, and when the results become final.
- Have the option to have a support person present throughout the process and during any meetings related to the investigation and/or adjudication of a complaint.
- Full information regarding the investigation and adjudication procedures for Baylor community members including the standard of proof, timelines, adjudication procedures, and sanctions can be found in the BCM Policies and Procedures Manual, *02.2.26 Sexual Harassment and Sexual Violence Policy*.

SANCTIONS, PROTECTIVE MEASURES, AND REMEDIES

A person found responsible for engaging in sexual violence, dating violence, domestic violence, or stalking will likely face a recommended sanction ranging from warning to removal from the Baylor community, depending on the severity of the incident and taking into consideration any previous policy violations.

In addition to or in lieu of imposed sanctions, individuals who have experienced sexual violence, dating violence, domestic violence, or stalking may wish to prohibit further contact by the person who has harmed or alarmed them. In these cases, there are different types of protective orders that can be requested. College administrators can assist individuals in obtaining a protective order or enforcing a protective order if the order is known.

Temporary Restraining Order

A Temporary Restraining Order (TRO) is issued by civil courts in situations where a lawsuit has been filed (including lawsuits for divorce) to protect an individual from threats, harassment, and harm to themselves, their property, or their children. TROs are filed in the same office as the original lawsuit and can last until the original lawsuit ends.

Protective Orders and Peace Bonds

Protective Orders are issued by civil courts to prevent continuing acts of sexual violence, dating violence, domestic violence or stalking and must be filed in the county in which the victim/survivor or the offender lives. The application process is free of charge and approved orders can last up to two years.

Peace Bonds are issued by Justices of the Peace in response to threats of harm to an individual or their property. Peace Bonds require that the offender deposit money with the court which will be lost if he/she commits the threatened crime. Requests for a Peace Bond must be filed in the precinct in which the victim/survivor lives. Approved Peace Bonds can last up to a year.

Baylor College of Medicine No Contact Order

Baylor College of Medicine reserves the right to undertake any action deemed necessary to ensure the safety of the Baylor community members.

No Contact Orders are administrative action issued by the College which can limit the contact and/or communication between a Complainant and a Respondent. To request a College administered No Contact Order, please contact the Baylor Title IX Coordinator.

In addition to No Contact Orders, the College may impose other remedies to protect individuals from further harm.

- Relocation of work, academic or extracurricular activities.
- Arranging for a Complainant or Respondent to have the ability to make-up lost work or academic progress without penalty.
- Arranging for a Complainant or Respondent to withdraw from a course without penalty.
- Providing access to counseling, medical and/or academic support services.
- Educational programs or trainings for Baylor community members.

LOCAL, STATE, AND NATIONAL RESOURCES

Local Resources

AGENCY	FOCUS AREA	VICTIM ADVOCACY	LEGAL AID	COUNSELING	SHELTER	ACCOMMODATION (legal or medical)	GENERAL SUPPORT	WEBSITE	PHONE
Aid to Victims of Domestic Abuse (AVDA)	Protective Orders, divorce, custody	x	x					www.avda-tx.org	713.224.9911
Bay Area Turning Point				x	x	x	x	www.bayareaturningpoint.org	281.286.2525
Bering Support Network	LGBT Services						x	www.beringsupportnetwork.org	713.526.1017
Bridge Over Troubled Water	Domestic Violence			x	x	legal	x	www.thebridgeovertroubledwaters.org	713.473.2801
Catholic Charities Cabrini Center for Immigrant Legal Assistance	Immigration legal services related to domestic violence		x						713.874.6570
Family Service Center	Family Counseling			x			x	www.fsc-galveston.org	409.762.8636
FamilyTime Crisis and Counseling Center	Domestic and Sexual Violence	x		x	x			www.familytimeccc.org	281.446.2615
Fort Bend Women's Center	Domestic and Sexual Violence			x	x	x	x	www.fortbendwomenscenter.org	281.342.4357
Gulf Coast Legal Foundation	Legal assistance		x						713.652.0077
Houston Area Women's Center	Domestic and Sexual Violence	x			x	x	x	www.hawc.org	713.528.2121
Houston Volunteer Lawyers	Legal assistance		x					www.makejusticehappen.org	713.228.0732
JASA House (Just a Sister Away)	Housing for Abused Women				x				713.795.0505
Katy Christina Ministries	Domestic and Sexual Violence			x	x	x	x	www.ktcm.org	281.391.5261
La Rosa	Spanish Women's Support Group						x	www.larosaservices.org	713.699.3974
Lone Star Legal Aid Foundation	Protective orders, divorce, custody		x					www.lonestarlegal.org	800.733.8394
Montgomery County Women's Center	Domestic and Sexual Violence	x		x	x	x	x	www.mcwcctx.org	936.441.7273
Montrose Center	LGBT Services	x		x		x	x	www.monrosecenter.org	713.529.0037
Northwest Assistance Ministries	Emergency assistance				x		x	www.namonline.org	281.885.4555
Resources & Crisis Center of Galveston County, Inc.	Domestic and Sexual Violence	x		x	x	medical		www.rccgc.org	888.919.7233 409.765.7233
Salvation Army Houston	Emergency assistance				x		x	www.salvationarmyhouston.org	713.752.0677
Star of Hope	Emergency assistance			x	x			www.sohmission.org	713.748.0700
Wellsprings Village, Inc.	Transitional Residence for Women				x			www.wellspringsvillage.org	713.529.6559
Women's Center of Brazoria County	Domestic and Sexual Violence				x		x	www.womenscenterbcc.com	800.243.5788 281.585.0902
YMCA International Service	Immigration legal service related to domestic violence		x					www.ymcahouston.org/ymca-international	713.339.9015

LOCAL, STATE, AND NATIONAL RESOURCES (Continued)

State and National Resources

AGENCY	FOCUS AREA	VICTIM ADVOCACY	LEGAL AID	COUNSELING	SHELTER	ACCOMMODATION (legal or medical)	GENERAL SUPPORT	WEBSITE	PHONE
Office of the Attorney General-Crime Victim's Compensation Division	Victim Assistance	X						www.texasattorneygeneral.gov	800.983.9933 512.936.1200 (TDD)
Texas Advocacy Project	Victim Assistance	X	X					www.texasadvocacyproject.org	512.476.5377
Texas Council on Family Violence	Victim Assistance	X						www.ndvh.org	512.794.1133
Texas Crime Victim Clearinghouse	Victim Assistance	X						www.tdcl.state.tx.us/division/vs/victim_txcvc	800.848.4284
National Center for Victims of Crime							X	www.victimsofcrime.org	202.467.8700
National Domestic Violence Hotline							X	www.thehotline.org	800.799.SAFE(7233) 800.787.3224 (TDD)
National Sexual Assault Hotline (RAINN)							X	www.rainn.org	800.656.HOPE (4673)
United Way of Greater Houston	Information on community resources						X	www.unitedwayhouston.org	713.685.2300