

Confidential Resources

On Campus:

Perrella Wellness Center

Student Healthcare Services
Counseling Services: 607-431-4420
Health Services: 607-431-4120

<https://www.hartwick.edu/campus-life/health-wellness/health-center/>

Off Campus:

A.O. Fox Hospital

1 Norton Drive, Oneonta, NY 13820
607-432-2000

Opportunities for Otsego

Violence Intervention Program (VIP)
607-432-4855 (available 24/7)

<https://ofoinc.org/find-program/violence-intervention-program>

NYS Domestic Violence 24-hour Hotline

1-800-942-6906
<https://opdv.ny.gov/survivors-victims>

National Domestic Violence 24-hour Hotline

1-800-799-SAFE (7233)
<https://www.thehotline.org>

NYS Office of Victim Services

1-800-247-8035

NYS TeleSAFE - Sexual Assault Exams

1-833-835-7233 (24/7)
www.telesafe.org/resources

NYS Division of Human Rights Hotline

Discrimination: 1-844-697-3471

<https://webapps.dhr.ny.gov/discrimination-report>

Hate & Bias: 1-844-NO-2-HATE (662-4283)

<https://forms.ny.gov/s3/DHR-Bias-Incident-Form>

Sexual Harassment: 1-800-HARASS-3

https://www.ny.gov/combating-sexual-harassment-workplace/workers#find_support

On and Off-Campus Resources

Hartwick College:

Campus Safety, 24/7

607-431-4111

Title IX Coordinator, Geoffrey P. Gabriel

607-431-4293
gabrielg@hartwick.edu

Law Enforcement:

Oneonta Police Department

607-432-1113 or 911

New York State Police

607-432-3211

NYS Campus Sexual Assault Hotline

844-845-7269

Legal Services:

New York Crime Victims

<https://crimevictimshelpny.org/>

New York State Bar Association

<https://nysba.org/public-resources/>

Additional Resources:

Division of Student Experience

607-431-4501

www.hartwick.edu/campus-life/student-affairs

Employee Assistance Program

(Employee

Services)

1-800-96-HELPS

Global Education (Students)

607-431-4414

globaleducation@hartwick.edu

Financial Aid Assistance

607-431-4130

www.hartwick.edu/admissions/cost-aid/financial-aid



HARTWICK COLLEGE

est. 1797

Title IX, Bias, Discrimination, and Harassment

Safety, Support, Resources, and Reporting

Title IX Coordinator
Shineman, Rm. 102
(607) 431-4293

Title IX, Bias, Discrimination, and Harassment

Hartwick College's [Title IX, Bias, Discrimination, and Harassment Policy \(the Policy\)](#) prohibits sexual, or sex/gender-based discrimination, bias, and harassment such as sexual assault, stalking, dating, and domestic violence. The Policy also prohibits other forms of unlawful discrimination based on protected characteristics, groups, and affinities including, but not limited to, age, race, national origin, genetics, religion, parental status, pregnancy or related conditions, political beliefs, and veteran status

Reporting Formats

Standard Reporting occurs when someone reports a possible violation of the Policy to the College. Nearly all of Hartwick College's employees are mandatory reporters and must report perceived or actual incidents of bias, discrimination, and harassment to the College's Title IX Coordinator.

Standard reporting can be made in person, by phone, by e-mail, or through the College's [electronic reporting form](#). Standard Reporting is not confidential or anonymous, but it is private and shared only on a need-to-know basis to provide safety and supportive measures.

Anonymous Reporting occurs when someone wishes to report an incident to the College but does not wish to be identified. These reports can be made through the College's electronic [Silent Witness Form](#).

Anonymous reporting may be helpful to the College to respond, mediate, or eradicate bias, discrimination, and harassment, but may also limit its ability to provide safety and supportive measures to those impacted by the incident

More information about standard and anonymous reporting can be found at:

www.hartwick.edu/titleix

Protections

Mutual No Contact Orders (MNCOs) are issued by the College to prohibit a member of the campus community from directly or indirectly communicating or contacting another member of the campus community. They are issued to ensure safety and must not be issued as a punishment or sanction. MNCOs may be obtained by contacting the Title IX Coordinator, the Dean of Students, or the Director of Residential Life and Community Standards.

An **Order of Protection** is a family court or criminal court-issued order to protect an individual who may be a victim/survivor of physical or emotional harm, threats, stalking, and other forms of violence. These orders may include directives that make it illegal for a person who may have caused physical or emotional harm, threats, stalking, and other forms of violence to be near the victim/survivor's physical location, home, or school. Protective Orders can include provisions for child support or child custody.

More information on an Order of Protection can be found at:

<https://opdv.ny.gov/orders-protection>

Safety and Supportive Measures

The College will provide supportive and safety measures as appropriate and reasonably available, without fee or charge. Supportive measures are non-disciplinary, non-punitive individualized services that range from referral to supportive services such as counseling or medical services to academic or housing modifications, withdrawals, or leaves of absence.

Advisor and Advisor of Choice

When a complainant (alleged victim/survivor) or a respondent (alleged perpetrator), collectively known as the parties, are engaged in meetings proceedings related to the College's informal or formal resolution processes, they may request that a College-appointed advisor or an advisor of choice accompany them. Both types of advisors may offer emotional support and consultation, but cannot speak on behalf of the party.

An advisor of choice is a person chosen by a party to serve as the party's advisor, and can be a friend, family member, victim advocate, or attorney (at the party's own cost and expense).

Resolution Processes

Hartwick College takes all allegations of bias, discrimination, and harassment seriously and has established a formal and an informal resolution process to thoroughly and impartially review such allegations. These procedures are not legal proceedings and occur separately from any criminal process.

Informal Processes are voluntary, flexible, and often quicker, without the need for a formal hearing. By using methods such as mediation or restorative justice, the focus shifts to repairing harm and exploring mutually beneficial ways to move forward.

Formal Processes may be initiated by the College or by a member of the campus community who is adversely affected by an incident in violation of Title IX, specifically, of sexual assault, dating violence, domestic violence, and stalking. of bias, discrimination, and harassment. This process has two phases, the investigatory phase and the adjudicative phase. During the investigatory phase, an assigned investigator collects information, conducts interviews with the parties and witnesses, and gathers evidence, when applicable.

During the adjudicative phase, a live hearing with cross-examination is held by an assigned decision-maker. The decision-maker determines responsibility by applying a Preponderance of the Evidence Standard (i.e., whether it is more likely than not that the accused party is responsible). Determinations of responsibility and any applicable sanctions by a decision-maker are subject to an appeals process.

Possible Sanctions

Disciplinary sanctions range from a warning to expulsion/termination or revocation of a degree. They are imposed upon the conclusion of a formal or informal resolution process, or an appeal, when applicable.