



Personnel Policies for Lincoln University

The guiding principle for these policies is *The Rules and Regulation of Lincoln University* • Chapter I University Governance: Structure and Functions • Chapter VI Administration and Finance • Chapter VIII University Employment • HRSHB 9.8

Effective August 13, 2009

Sexual Assault and Victim's Rights'

Letter from the President

Rules and Regulations

Employees covered by this policy

This policy applies to all Faculty, Staff and Hourly employees at LU and applicants of positions.

Adjunct Handbook

 Print using your browser's print function.

Faculty Handbook

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Staff Handbook

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Policy

Employees have the right to have sexual assaults committed against them investigated and adjudicated by the duly constituted criminal and civil authorities of the governmental entity in which the crime occurred and the right to the full and prompt cooperation and assistance of campus personnel in notifying the proper authorities.

Lincoln University officers, administrators and employees that may become victims of campus-related sexual assaults shall be accorded the following rights in addition to any campus disciplinary proceedings:

- The right to be free from any kind of pressure from campus personnel that victims, (1) not report any crimes committed against them to civil and criminal authorities or to campus law enforcement and disciplinary officials, or (2) report crimes as lesser offenses than the victims perceive them to be.
- The right to be free from any kind of suggestion that campus sexual assault victims not report, or under-report crimes because: victims are somehow "responsible" for the commission of the crime against them, victims were contributively negligent, or assumed the risk of being assaulted, or by reporting crimes they would incur unwanted personal publicity.
- The same right to legal assistance, or ability to have others present, in any campus disciplinary proceeding that the institution permits to the accused, and the right to be notified of the outcome of such proceeding.
- The right to full and prompt cooperation from campus personnel in obtaining, securing, and maintaining evidence (including a medical examination) as may be necessary to the proof of criminal sexual assault in subsequent legal proceedings.
- The right to be made aware of, and assisted in exercising any options, as provided by state and federal laws or regulations with regard to mandatory testing of sexual assault suspects for communicable

diseases and with regard to notification to victims of the results of such testing.

- The right to counseling from any mental health services previously established by the institution, or by other victim-service entities, or by victims themselves.
- The right to require that campus personnel take the necessary steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including immediate relocation of the victim to safe and secure alternative work/housing, and transfer of classes if requested by the victim.

Reports may be made by calling the Lincoln University Department of Public Safety at 573-681-5555; by reporting directly to the office, or by reporting to the on-scene officer, if he or she has already been summoned. If you have reported the assault to another university official, they will assist you in making a report to the campus Public Safety Office, if requested.



University Human Resource Services
Revised July 9, 2009