

ON-CAMPUS CONFIDENTIAL RESOURCES

Individuals who are confidential resources will not report information to College officials without your permission, except in extreme circumstances, such as a health or safety emergency, imminent threat to self or others. Sharing information with a confidential resource will not result in a report to the College.

- **Wicker Wellness Center**
 - 518-388-6120
- **Eppler-Wolff Counseling Center**
 - 518-388-6161

OFF-CAMPUS RESOURCES

- **YWCA Northeastern NY:** 24hr hotline: 518-374-3386
- **National Sexual Assault Hotline:** 1-800-656-4673
- **The New York State Sexual Assault Hotline:** 1-844-845-7269
- **Planned Parenthood Sexual Assault Services Hotline:** 1-877-212-2323
- **Stop Domestic Violence Hotline:** 1-888-563-6904
- **National Domestic Violence Hotline:** 1-800-799-7233
- **(RAINN) Hotline:** 1-800-656-HOPE
- **SPARC:** stalkingawareness.org

HOW DO I REPORT SEXUAL MISCONDUCT?

Have you or someone you know experienced sexual harassment or sexual assault?

Please report to:

- **Title IX Coordinator | Ann Cancia**
 - titleix@union.edu
- **Campus Safety | 518-388-6911**
- **Responsible Employees (faculty/staff)**
- **Schenectady Police Department**
 - 911 or 518-382-5200
- **Scan Online Reporting Form Below**



Union College does not discriminate on the basis of sex, sexual orientation, gender identity or expression, national origin, race, color, religion, disability, age, pregnancy, or any other category protected by law.



UNION | TITLE IX
COLLEGE

For more information on Title IX resources, policies & procedures: head to www.union.edu/titleix or scan here:



WHAT IS TITLE IX?

Title IX of the Education Amendment of 1972 is a federal civil rights law that protects individuals from discrimination based on sex, in any educational program or activity. All forms of sexual misconduct are prohibited by Title IX and Union College policies: sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

“No person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid.

PROHIBITED CONDUCT

- **Sexual Assault**
 - Rape
 - Statutory Rape
 - Incest
 - Fondling
- **Dating Violence**
- **Domestic Violence**
- **Stalking**
- **Sexual harassment**
- **Other forms of gender-based misconduct**

AFFIRMATIVE CONSENT

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent.

Consent must exist from the beginning to end of each instance of sexual activity and for each form of sexual contact.

Consent to one form of sexual contact does not constitute consent to all forms of sexual contact.

SUPPORTIVE MEASURES

Supportive measures are individualized assistance and modifications to ensure access to educational programs and activities. They are available regardless of how much time has passed after an incident and regardless of whether someone chooses to move forward with a formal complaint.

Supportive measures may include, but are not limited to:

- **Academic support**
- **Safety planning**
- **Referrals to counseling/medical services**
- **Housing support**
- **No Contact Orders (mutual)**

PROGRAMS & ACTIVITIES

Title IX applies to all community members, including students, employees, and third-parties, regardless of sexual orientation, gender identity, or gender expression. Title IX extends to a broad variety of Union programs, benefits, and services, including but not limited to:

- **Access to classes**
- **Admissions and enrollment**
- **Athletics**
- **Clubs and organizations**
- **Counseling services**
- **Financial Aid**
- **Housing**
- **Student support services**

PROHIBITION AGAINST RETALIATION

Union College forbids retaliation against any individual that reported an allegation of conduct prohibited by Title IX. The College recognizes that retaliation can take many forms and may be committed by an individual or a group against any individual or group involved in a report or investigation of Title IX sexual harassment.

Allegations of retaliation should directly be reported to the Title IX Coordinator.