

POLICY

Ocean County College will not tolerate sexual assault in any form. Sexual assault includes any forcible and/or nonforcible sex offense, including acquaintance rape, in accordance with current state and federal law.

ADOPTED: April 25, 1994

## PROCEDURE

In all instances of alleged sexual assault, the college shall implement the following procedures and extend to all victims the attached Sexual Assault Victims' Bill of Rights:

1. Knowledge of an alleged campus sexual assault should be made known to the Assistant Director of Physical Plant (Security) who shall in turn notify the Director of College of Health Services, the Dover Township Police Department and the Ocean County Prosecutor's Office. The more specific detailed procedures located in the Emergency Manual of Ocean County College shall also be activated by Security.
2. If the victim is a student, he/she has the option for accommodations of class schedule and/or a security escort on campus and other reasonable and necessary action to prevent further unwanted contact of victims by their alleged assailants. The victim should contact the Vice President of Student Affairs, to arrange for these options.
3. If the victim is an employee of the College, he/she may request a change of work schedule/assignment, and/or a security escort on campus and other reasonable and necessary action to prevent further unwanted contact of victims by their alleged assailants. The victim should contact the Vice President of Human Resources to arrange for these options.
4. If the alleged assailant is a student or an employee, consideration will be given by the appropriate Vice President to implement reasonable and necessary action regarding his/her class schedule and/or work schedule/assignment to prevent further unwanted contact with the victim.
5. A student charged with sexual assault may be disciplined under Ocean County College's disciplinary policies in conjunction with, or separate from, civil and/or criminal action. In any on-campus disciplinary action, the accuser and the accused are entitled to the same opportunity to have others present, and both the accuser and the accused shall be informed of the outcome. Sanctions range from reprimand to expulsion.
6. The Office of the Vice President of Student Affairs, shall provide all student/employee victims a list of on-campus and off-campus resources including, but not limited to, the nearest rape crisis center, mental health centers, counseling centers and medical centers. Additionally, a student victim will be provided information about the procedures for activating the campus disciplinary system. If at any time a victim perceives any form of retaliation by the alleged assailant, such should be reported immediately to the appropriate Vice President.
7. The Office of the Vice President of Human Resources shall provide employees and the Office of the Vice President of Student Affairs, shall provide students with educational programs pertaining to sexual assault. They shall also distribute literature throughout the campus regarding sexual assault prevention measures, the rights of victims and the list of resources described above.
8. In instances where the specifics of this policy are at variance with the terms and conditions of a collective bargaining agreement, the terms and conditions of such relevant agreement shall take precedence.

This policy and procedure shall be distributed to all incoming students, published in the Handbook, included within the college's annual safety bulletin, shared with outside contractors, and printed in the college newspaper once each semester.

ADOPTED: May 3, 1994                      Revised: November 21, 2000  
Revised: April 30, 1996  
Revised: November 12, 1996  
Revised: April 25, 2000

PROCEDURE

Sexual Assault Victims' Bill of Rights

A victim of sexual assault shall have the right:

1. To be treated with dignity and provided a safe and confidential place to report the incident and discuss his/her concerns. The three offices designated for this purpose are the College Health Office, the Security Office, and the Counseling Center;
2. To be free from any suggestion that victims must report the crimes to be assured of any other right guaranteed under this policy;
3. To be free from any suggestion that victims are responsible for the commission of crimes against them.
4. To be free from any pressure from campus personnel to:
  - report crimes if the victim does not want to do so;
  - report crimes as lesser offenses than the victim perceives the crime to be;
  - refrain from reporting crimes;
  - refrain from reporting crimes to avoid unwanted personal publicity.
5. To receive full, prompt, and victim-sensitive cooperation of campus personnel with regard to obtaining, securing, and maintaining evidence, including a medical examination when it is necessary to preserve evidence of the assault.
6. To be provided a list of references of existing campus and community medical, counseling, mental health and student services for victims of sexual assault, whether or not the crime is formally reported to campus or civil authorities.
7. To have access to campus counseling under the same terms and conditions as apply to other students in their institution seeking such counseling.
8. To be informed of and assisted in exercising:
  - any rights to confidential or anonymous testing for sexually transmitted diseases, human immunodeficiency virus, and/or pregnancy;
  - any rights that may be provided by law to compel and disclose the results of testing of sexual assault suspects for communicable diseases.
9. To be afforded the same access to legal assistance as the accused.
10. To be afforded the same opportunity to have others present during any campus disciplinary proceeding that is allowed the accused.
11. To be notified of the outcome of the sexual assault disciplinary proceeding against the accused.
12. To have any allegation of sexual assault investigated and adjudicated by the appropriate criminal and civil authorities of the jurisdiction in which the sexual assault is reported.
13. To receive full and prompt cooperation and assistance of campus personnel in identifying the procedures for notifying off-campus authorities.
14. To require campus personnel to take reasonable and necessary actions to prevent further unwanted contact of victims by their alleged assailants