

University of Central Florida

Rights of Student and Employee Victims of Sexual Misconduct

Sexual misconduct is not tolerated at UCF. Reports of sexual misconduct, including, sexual harassment, sexual assault, dating and domestic violence, or stalking are taken seriously. It is important to UCF that victims are informed, protected, and respected. The following rights are afforded to any UCF student, staff, or faculty member who experiences sexual misconduct.

1. **CONFIDENTIALITY.** Identifying information of a victim will be protected as much as possible within legal requirements. See www.shield.ucf.edu for more information regarding confidentiality requirements.
2. **TIMELY WARNINGS.** Any timely warning that is broadcast through UCF websites or emails for the safety of our community will not identify a victim by name.
3. **REPORTING OPTIONS.** The university encourages victims to file a report so that the university may investigate, take appropriate action to protect the victim and others from additional misconduct, and take appropriate action against the perpetrator. However, ultimately, it is the victim's choice whether or not to report her or his victimization. At UCF, there are several offices to report an incident if you choose to do so.

UCF Victim Services – (407) 823-1200 24/7 availability, a Victim Advocate can provide emotional support and other resources as needed. Advocates can help victims explore their rights and options and provide information about the civil, university, and criminal justice systems so that victims can make informed decisions about what is best for them. Advocates can also provide referrals to both on and off campus resources. <http://www.victimservices.ucf.edu/>.

University Police – 407-823-5555 To report the incident and begin a criminal investigation.

Local Police Department – 911 To report the incident and begin a criminal investigation.

Title IX coordinator and deputy Title IX coordinator – Whether or not the perpetrator is a student, a victim, or other person, you may report to the Title IX coordinator and deputy Title IX coordinator online at the “Make a Report” button on the www.shield.ucf.edu website or by contacting the Title IX Coordinator Maria Beckman at 407-823-2347 or Deputy Title IX Coordinator Patti MacKown at 407-823-2539. These officials can initiate a formal or informal investigation that can lead to discipline (up to and including expulsion or termination) and help

make arrangements for the victim concerning classes, campus housing, and other measures necessary to protect the victim.

Student Conduct – If the perpetrator is a student, a victim may file an incident report with the Office of Student Conduct via an online incident reporting form available on the office’s website: www.osc.sdes.ucf.edu or contact the office at (407) 823-4683 and ask to speak with a staff member. This office can initiate a Student Code of Conduct investigation, determine discipline (up to and including expulsion) for students found to have engaged in sexual misconduct, and help make arrangements for the victim concerning classes, campus housing, and other measures necessary to protect the victim.

4. **NO CONTACT or PROTECTIVE ORDERS.** The University will honor any protective order that you may have acquired through the local courts. Please bring a copy of such a court order to the University Police Department for their information and enforcement. In addition, a UCF administrative no contact order may be issued by the Title IX coordinator, deputy Title IX coordinator, or Office of Student Conduct.
5. **REQUESTS FOR CHANGES.** You may request a change in academic setting (class or campus) or work assignment in order to be separated from the accused perpetrator. Such a request will be granted to the greatest extent possible. These requests should be made to the Office of Student Conduct or deputy Title IX coordinator (if you are a student) or to the Title IX coordinator (if you are an employee). Requested changes will be made as soon as alternative arrangements can reasonably be made and regardless of whether you choose to pursue an investigation into your incident.
6. **FAIR AND IMPARTIAL INVESTIGATION AND RESOLUTION.** You can expect a fair and just process as your complaint is handled, either through the Office of Student Conduct or Title IX coordinator. You can obtain more information about these processes by accessing 5.006 of the Student Rights and Responsibilities sections of the Golden Rule Student Handbook when the perpetrator is a student; and if the perpetrator is a university employee, by accessing the discrimination grievance documents on the Equal Opportunity and Affirmative Action webpage at <http://eeo.ucf.edu/>.
7. **RETALIATION CONCERNS.** Threats, intimidation, and any form of retaliation for making a complaint of sexual misconduct are prohibited by federal law and university policy and may be grounds for disciplinary action up to and including expulsion or termination. If any retaliation occurs, it is important to contact either the Title IX coordinator, deputy Title IX coordinator, or Office of Student Conduct. .
8. **COMMUNITY RESOURCES.** The communities in which UCF campuses are located also offer resources to victims. Please see the Resources section on the www.shield.ucf.edu website for further information.