SCHOOL TITLE IX COORDINATORS

Who they are
Title IX Coordinators are neutral parties at each of Harvard’s Schools who receive ongoing training and are committed to addressing complaints of sexual discrimination in our community. You may have concerns about events you were involved in or an incident you observed or were told about involving another member of the community. Or you may have questions about the investigative process. We encourage you to have a conversation with a Title IX Coordinator.

What they can do for you
- Help arrange interim measures—the supports to help continue with studies and participate in all aspects of campus life at Harvard
- Help access ODR and/or learn more about the complaint process.

Discretion and Sensitivity
Title IX Coordinators are trained to handle sensitive information with appropriate discretion. Although not a confidential resource, they respect and protect privacy to the greatest extent possible, sharing information only on a need-to-know basis, for example, to evaluate interim measures or to enable the University to take action to ensure the safety of the community.

Your Title IX Coordinator
odr.harvard.edu/title-ix-coordinators

SEXUAL HARASSMENT RESOURCES

- Title IX Coordinators and Title IX Officer
  odr.harvard.edu/title-ix-coordinators
- Office for Dispute Resolution (ODR)
  (617) 495-3786 – odr.harvard.edu
- Sexual Harassment/Assault Resources and Education (SHARE)
  central information web portal – share.harvard.edu
- Counseling and Mental Health Services
  confidential – hluhs.harvard.edu
- Harvard University Chaplains – confidential
  (617) 495-5529 – chaplains.harvard.edu
- Harvard University Police Department
  Urgent: (617) 495-1212
  Business: (617) 495-1215
  Longwood: (617) 432-1212
  www.hupd.harvard.edu
- Office of Sexual Assault Prevention and Response (OSAPR) – confidential
  (617) 496-5636 – osapr.harvard.edu
- College Only: SASH Tutors and Office of Student Life Staff – osl.fas.harvard.edu
- Boston Area Rape Crisis Center (BARCC) confidential – (800) 841-8371 – www.barcc.org

INFORMATION FOR HARVARD STUDENTS

- Unwelcome Conduct
- Sexual Violence
- Incapacitation
- Reporting
- Resources

Office of the President & Provost

Title IX Office & ODR
Smith Campus Center, Suite 935
1350 Massachusetts Avenue
Cambridge, MA 02138
Phone: (617) 495-3768
Email: odr@harvard.edu
Website: odr.harvard.edu
Sexual violence, including rape, sexual assault, and dating violence, is a form of sexual harassment. Sexually violent acts may violate not just Harvard’s policy, but also state criminal law and federal law, including Title IX.

Harvard’s Sexual and Gender-Based Harassment Policy prohibits all forms of sexual harassment.

To read the full policy and procedures, please visit diversity.harvard.edu/policies.

For information about conduct that may constitute a violation under state criminal law, please visit: www.hupd.harvard.edu/rape-and-indecent-assault-and-battery.

**WHAT IS SEXUAL VIOLENCE?**

**Important Points Regarding Unwelcome Conduct That May Create a Hostile Environment**

- The absence of a “no” does not by itself mean “yes.”
- Welcomeness cannot be inferred from clothing.
- Welcomeness cannot be inferred from gender, race, or sexual identity.
- A person may stop welcoming sexual contact at any time.
- A person may welcome sexual acts on one occasion, but not on a later occasion.
- A person may welcome particular sexual acts but not others.
- A dating, marital, and/or sexual relationship is not a blanket invitation to engage in sexual activity at any time.
- Sexual conduct is unwelcome if the person is obviously or known to be so impaired as to be incapable of requesting or inviting it.

**WHEN IS A PERSON INCAPACITATED?**

A person is incapacitated when so impaired as to be incapable of requesting or inviting sexual conduct.

Someone who is generally incapable of making decisions is generally incapable of requesting or inviting sexual activity.

Incapacity may be a result of:
- Alcohol
- Drugs
- Sleep
- Unconsciousness

Reactions to drugs or alcohol may be different from one person to the next. Some signs of incapacity may include stumbling or difficulty maintaining balance, vomiting, inability to focus eyes, disorientation, unresponsiveness, inability to communicate coherently, and unconsciousness.

Engaging in sexual activity with a person when you know—or reasonably should know—that person is incapable of requesting or inviting the activity is a violation of Harvard’s policy.

SEXUAL CONDUCT CAN BE UNWELCOME, REGARDLESS OF WHETHER PHYSICAL FORCE WAS USED.

See the Policy for more information.

Have all parties indicated a willingness to participate in sexual activity?

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What is Sexual Violence?

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Sexual conduct can be unwelcome, regardless of whether physical force was used.

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HAVE ALL PARTIES INDICATED A WILLINGNESS TO PARTICIPATE IN SEXUAL ACTIVITY?

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Critical Point Regarding Unwelcome Conduct

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People who wish to report an allegation of sexual violence have options:

- Notify a Title IX Coordinator or ODR.
- Contact the Harvard University Police Department (HUPD) or the local police where the alleged incident occurred.
- Notify both.

While the University encourages reporting to both, the choice belongs to each individual, as does the decision about whether to file criminal charges.

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