

Guide for Employee Conduct



Formal Complaint of Title IX Sexual Harassment

Title IX Sexual Harassment includes the following conduct that occurs in the United States and in an ASU program or activity:

- Sexual assault
- Dating and Domestic Violence
- Stalking
- Severe, Pervasive and Offensive Conduct

BOTH parties have a right to:

- **Immediately** receive notice of the facts and allegations
- Gather and present evidence to an investigator
- Receive and review all evidence gathered during the investigation
- Receive a copy of the draft investigative report
- Attend a live hearing
- Have an advisor who will cross examine all witnesses
- Appeal a determination

A formal complaint must be filed in writing with your signature. You can submit a formal complaint or request an in-person meeting at TitleIXCoordinator@asu.edu.



ASU has a variety of other reporting and support options available.

To discuss **reporting** and support options, connect with **ASU Advocacy and Assistance** deanofstudents@asu.edu **480-965-6547**

You do NOT need to file a report or complaint to receive resources.



Report of Sexual Harassment

Student Code of Conduct Sexual Harassment includes the following conduct, no matter where it occurs:

- Sexual violence including non-consensual sexual contact which can lead to discipline for acts occurring outside the United States or an ASU program or activity
- Unwelcome conduct of a sexual nature that is severe or pervasive
- Indecent exposure, exploitation or voyeurism
- Endangering, threatening or causing physical harm

BOTH parties have a right to:

- Gather and present evidence to an investigator
- Receive and review relevant evidence gathered during the investigation
- Have an advisor of their choice
- Appeal a determination of suspension or expulsion

A report of Student Code of Conduct sexual harassment by a student can be filed with the Dean of Students office on any ASU campus or by **filing a report online**.



Confidential Support Options Include:

ASU Counseling Services
480-965-6146

ASU Health Services

- Downtown 602-496-0721
- Polytechnic 480-727-1500
- Tempe 480-965-3349
- West 602-543-8019

ASU Victim-Survivor Services
480-727-5167

Find resources and learn more at
sexualviolenceprevention.asu.edu

Reporting to the university is not the same as filing a criminal complaint with a police department. If you would like to have a confidential conversation about the criminal process, including protection orders, confrontation calls and preserving evidence, including medical exams, please contact the **ASU Victim-Survivor Services** at **480-727-5167**.