



Cold
Spring
Harbor
Laboratory

NINE FACTS ABOUT SEXUAL ASSAULT AND **TITLE IX**

- 1** **Title IX prohibits** sex discrimination in education programs.
- 2** **Sexual harassment**, including sexual assault, is a type of sex discrimination that's banned by Title IX.
- 3** **Sexual assault** = a physical sexual act done **against a person's will or without a person's affirmative consent**. This includes situations in which a person is incapable of giving consent due to drug or alcohol use.
- 4** **One in four women & one in six men** are victims of completed or attempted sexual assault in their lifetime.
- 5** Sexual harassment creates a **hostile environment** when it is sufficiently serious that it interferes with or limits a student's ability to participate in or benefit from an educational program.
- 6** If a school identifies sexual harassment, including sexual assault, that creates a hostile environment, **Title IX requires CSHL to take immediate action to eliminate the harassment, prevent its recurrence, and address its effects.**
- 7** CSHL has **grievance procedures** for students and employees who complain of sex discrimination, including sexual assault.
www.intranet.cshl.edu/EE0NonDiscriminationAntiHarassmentPolicy
or www.intranet.cshl.edu/SexualHarassmentandMisconductPolicy
- 8** If a student submits a complaint to CSHL, **regardless of where the assault occurred**, CSHL must conduct a **prompt, thorough, and impartial** investigation.
- 9** Because a Title IX investigation is different from a law enforcement investigation, even if you file a police report **CSHL is independently required to investigate the assault.**

Your Title IX Coordinator is
Katie Raftery, VP of Human Resources
516-367-8499
Emergency: 911
Campus Security: 516-367-5555
Safe Center LI (24/7): 516-542-0404
National Sexual Assault Hotline (24/7): 800-656-4673