

# SEXUAL MISCONDUCT

## WHAT YOU NEED TO KNOW

### Obtaining Information, Support, Assistance, and Filing a Complaint

If you experience any form of sexual misconduct, there are a number of ways you can report the incident as well as a wide array of services available to obtain the information, support, and assistance you need to ensure your health and safety, both emotional and physical.

**DEFINITION:** CSHL uses the term Sexual Misconduct as an umbrella term to include:

- Sexual Assault;
- Sexual Harassment;
- Interpersonal Violence (dating/domestic violence);
- Stalking; and
- Sexual Exploitation

Complete definitions, together with a discussion of what it means to give “affirmative consent,” can be found at [http://intranet.cshl.edu/images/stories/Administration/HR/Sexual\\_Harassment\\_and\\_Misconduct\\_Policy\\_Rev\\_10.5.2015.pdf](http://intranet.cshl.edu/images/stories/Administration/HR/Sexual_Harassment_and_Misconduct_Policy_Rev_10.5.2015.pdf)

## 1 OPTIONS IMMEDIATELY AFTER INCIDENT

### For Emergency or Immediate Assistance Call:

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Emergency: 911

Campus Security (24/7): 516-367-5555

### Seek Emergency Medical Attention

North Shore University Hospital and Stony Brook University Hospital are both “SANE” sites (Sexual Assault Nurse Examiner). These nurses are **specially trained** to care for victims of sexual assault and to conduct a “**medical evidence collection kit**.” The CSHL Center for Health and Wellness can provide assistance and support if transportation to the hospital is requested or required.

**CSHL Center For Health and Wellness (Dolan):** 516-422-4422  
**Sexual Assault Nurse Examiner Programs (SANE):**

- *Northshore University Hospital:* 888-321-DOCS
- *Stony Brook University Hospital:* 631-444-2499

### Seek Confidential Counseling

There are a number of resources you may turn to for confidential advice, support and information in the immediate aftermath of an incident.

**On-Campus Resources:**

- *CSHL Center For Health and Wellness (Dolan):* 516-422-4422
- *Employee Assistance Program: Optum, 24/7:* 1-866-248-4094, press 2 to identify as an EAP member

**Community Resources:**

- *The Safe Center LI:* 24/7 Hotline 516-542-0404
- *Victims Information Bureau of Suffolk County: Domestic Violence & Rape:* 24/7 Hotline (631) 360-3606

## 2 Report the Incident

You may pursue a criminal complaint with the local law enforcement agency, pursue a complaint through the Laboratory procedures, or pursue both processes consecutively or concurrently. Visit <http://intranet.cshl.edu/images/stories/Administration/HR/Policies/SexualHarassmentandMisconductPolicy.pdf> for detailed information about your reporting options.

**CSHL Complaint:** If the alleged perpetrator is affiliated with CSHL, you may file a complaint with the Laboratory by contacting the Title IX Coordinator. The complaint is governed by CSHL’s Sexual Misconduct Policy. You may seek either “formal” or “informal” resolution; the standard of proof is “a preponderance of the evidence”; and sanctions may include suspension or expulsion (for students) and termination (for employees). Contact [raftery@cschl.edu](mailto:raftery@cschl.edu) with questions.

**Criminal Complaint:** You are not required to file a criminal complaint. If you choose to, CSHL will provide you with support throughout the process. You may file a criminal complaint by contacting the police. A criminal complaint is governed by applicable criminal statutes; the standard of proof is “beyond a reasonable doubt”; and potential sanctions include all applicable criminal sanctions, up to and including incarceration.

## 3 The CSHL Response

## The CSHL Response

CSHL is committed to responding to sexual misconduct and is required by Federal Law to investigate all allegations and take any remedial action deemed necessary to preserve your safety and that of the community, whether or not you wish to make a formal complaint. However, in planning any response, the wishes of the reporting employee or student are given full consideration. If the facts of the case constitute a violation of Laboratory policy, the dispute will be resolved, either informally or formally, and in accordance with Laboratory policy.

Please visit <http://intranet.cshl.edu/images/stories/Administration/HR/Policies/SexualHarassmentandMisconductPolicy.pdf> for a description of the complaint, and the investigation and dispute resolution process.

### *Contact Information*

**Title IX Coordinator:**

**Katie Raftery**

516-367-8499

[raftery@cschl.edu](mailto:raftery@cschl.edu)

**Dean of the Watson School of Biological Sciences:**

**Alex Gann**

516-367-6914

[ganna@cschl.edu](mailto:ganna@cschl.edu)

**Visit:**

**CSHL EEO Non-Discrimination Anti-Harassment Policy:** <http://intranet.cshl.edu/EEONonDiscriminationAntiHarassmentPolicy>

**Sexual Harassment and Misconduct Policy:** <http://intranet.cshl.edu/SexualHarassmentandMisconductPolicy>

**CSHL Sexual Respect and Title IX Intranet Page:** <http://intranet.cshl.edu/SexualRespectandTitleIX>