

Students' Bill of Rights

Cold Spring Harbor Laboratory is committed to providing options, support, and assistance to victims of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in Laboratory programs, activities, and employment. All victims of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad.

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by CSHL;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from CSHL courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few CSHL representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by CSHL, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of CSHL;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of CSHL.

To file a complaint, contact Katherine Raftery (Vice President of Human Resources and Title IX Coordinator) at raftery@cshl.edu or (516) 367-8499. To file a complaint involving the individual listed above, contact the Chief Operating Officer, Dill Ayres at ayres@cshl.edu or (516) 367-5200. You can also make a report of an incident, with the option to do so anonymously if you so choose, at <http://intranet.cshl.edu/IncidentReport/index.php/IncidentReport>.