Lutheran School of Nursing Policy on Sexual Discrimination And Misconduct

Statement on Non-Discrimination
Lutheran School of Nursing is committed to providing a learning, working and living environment that promotes personal integrity, civility, and mutual respect. Sexual discrimination violates an individual's fundamental rights and personal dignity. Lutheran School of Nursing considers sexual discrimination in all its forms to be a serious offense; sexual discrimination is prohibited under Title IX. This policy includes all forms of sexual discrimination, including: sexual harassment, sexual assault, and sexual violence by students, employees, or third parties.

Lutheran School of Nursing (LSN) does not discriminate on the basis of sex, race, color, religion, age, disability, status as a veteran, national origin, ethnic origin, sexual orientation, gender identity, or gender expression. Lutheran School of Nursing (LSN) prohibits sexual discrimination and/or sexual contact with any member of the school community or visitor to the school without that person's explicit consent, including, but not limited to, rape and other forms of sexual assault which will be referred to as "sexual misconduct". This policy applies to all students, employees, and visitors to the LSN campus regardless of sexual orientation or gender identity.

Students and employees who believe they may have been discriminated against should contact the Title IX Coordinator, Ms. Greta Bohnenstiehl, Manager of Human Resources, by e-mail at greta.bohnenstiehl@sahstl.com or by phone at (314) 865-7943. The Human Resources Office is located at Building C, 3393 S. Broadway, St. Louis, MO 63118.

Students may contact the Title IX Deputy Coordinator, Ms. Susan Gyorog, Associate Director, by e-mail at susan.gyorog@sahstl.com or by phone at (314) 577-5889. The Office of Student Development is located in 3547 S. Broadway, St. Louis MO 63118. The Title IX Coordinators shall provide for the adequate, reliable, and impartial investigation of all complaints.

Definitions and Examples

**Dating Violence** refers to violence committed by a person who is or who has been in a social relationship of a romantic or intimate nature with the victim.

**Domestic Violence** refers to a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner.

**Sexual Discrimination** encompasses multiple types of actions involving the unfavorable treatment of an individual or a group of identifiable individuals based on gender.

**Sexual Harassment** includes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical acts of a sexual nature which, because of their severity and/or persistence, interfere significantly with an individual's or a group's work or education, or adversely affect an individual's or a group's living conditions. Sexual harassment may include but is not limited to *quid pro quo* (something for something, such as a demand or offer of sexual activity to retain or obtain academic or employment
benefits), and/or an abusive or hostile environment which interferes with the ability to function as a full participant in the Lutheran School of Nursing community.

Examples:
- Requesting sexual favors that may be subtle or overt but particularly when the requests are suspected to be linked to career advancement or academic rewards
- Committing physical assault of a sexual nature, for instance, inappropriate touching or rape
- Sending unwelcome letters, notes, or material, via written or electronically, or by making phone calls of a sexual nature
- Name calling, teasing or making other derogatory or dehumanizing remarks involving sex, gender, or sexual orientation

**Sexual Assault and Violence** is the commission of an unwanted or unwelcome sexual act, whether by an acquaintance or by a stranger that occurs without indication of genuine consent of either individuals or that occurs under threat or coercion. Sexual assault can occur either forcibly and/or against a person’s will, or when a person is incapable of giving consent.

**Sexual Exploitation** means taking advantage of the sexuality and attractiveness of a person to make a gain or profit. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes.

**Stalking** means willfully and repeatedly engaging in a knowing course of harassing conduct directed at another individual that reasonably and seriously alarms, torments, or terrorizes the individual.

Example:
- Actions which are started or continued without the victim’s consent; approaching or confronting the victim; appearing at the victim’s workplace, residence, or property; or delivering things to the victim or to the victim’s property.

**Consent**

Effective consent is the basis of the analysis applied to unwelcome sexual contact. Lack of genuine consent is the critical factor in any incident of sexual misconduct.

1. Consent is informed, freely and actively given and requires clear communication between all persons involved in the sexual encounter.

2. Consent is active, not passive. Consent can be communicated verbally or by actions. But in whatever way consent is communicated, it must be mutually understandable. Silence, in and of itself, cannot be interpreted as consent.

3. It is the responsibility of the initiator of sexual contact to understand fully what the person with whom he/she is involved wants and does not want sexually.

4. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

5. Previous relationships or consent does not imply consent to present or future sexual acts.
6. Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion. Coercion is unreasonable or deceptive pressure for sexual activity.

7. Effective consent cannot be given by minors, mentally disabled individuals, or persons incapacitated as a result of drugs or alcohol. Incapacitation is a state where one cannot make a rational, reasonable decision because he/she lacks the ability to understand the “who, what, when, where, why, or how” of the sexual interaction. This policy also covers someone whose incapacity results from mental disability, sleep deprivation, and involuntary physical restraint. Therefore, sex with an incapacitated person is considered rape.

Retaliation is the act of harming an individual because that individual filed a charge of or reported or opposed an act of discrimination.

Intimidation is intentional behavior that would cause a person of ordinary sensibility fear of injury or harm.

Risk Reduction Strategies and Bystander Intervention
Reducing the Risk of Being Sexually Assaulted
Communicate your limits clearly. Express quickly, firmly, and clearly. Polite approaches may be ignored or misunderstood. Say “No” when you mean “No.” Avoid giving mixed messages.

Know where you are going and be comfortable with the plans. Don’t go anywhere with someone you don’t know well. If you do leave a party with a new friend, tell the friends you came with where you are going and when you are coming back. Drinking and drug use can impair your ability to think, act, or communicate clearly.

Only drink something that you have poured yourself or that comes in a pre-sealed container. Don’t drink something that has been left unattended.
Listen to your gut feelings. If you feel uncomfortable or think you might be at risk, leave the situation immediately and go to a safe place.

Look for warning signs. Pay attention to behavior that does not feel right. Be careful of anyone who

  ignores your personal boundaries,
  does not listen to what you say,
  is jealous and possessive of you and your time,
  gets upset when you don’t do what they want,
  tries to make you feel guilty to get their way,
  is under the influence of alcohol or other drugs,
  insists you go someplace alone or apart from others.

Reducing the Risk of Committing Sexual Assault
Ask for consent and listen to what your partner has to say. If your partner says “no” to sexual contact believe the person and stop.

Don’t assume that if someone had sex before he/she wants to have sex again. Don’t assume that if your partner consents to kissing or other sexual activities, he/she consents to all sexual activities.
Understand that if you have sex with someone who is intoxicated, drugged, passed out, or otherwise incapable of saying “no” or unaware of his/her surroundings, you may be guilty of rape.

**Bystander Intervention**

Bystanders are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it” (Banyard, V.L., Plante, E.G. & Moynihan, M. M., 2004). It is important to look out for each other and to care for the individual being violated; call 911 or others for assistance.

**Reporting and Confidently Disclosing Sexual Violence**

LSN encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so the School can respond appropriately.

LSN cannot guarantee confidentiality, except when the reports are privileged communications with counselors or health care professionals. If a complainant requests confidentiality, LSN will take all reasonable steps to investigate and respond consistent with that request, taking into account that confidentiality may not be possible in every case given the LSN's responsibility to provide a safe environment for all. LSN is required to compile data under the federal Clery Act regarding criminal activity. LSN will make every effort to report the activity in a way that does not disclose the complainant’s identity.

If you would like to speak with someone confidentially utilize the list of Sexual Violence Resource List located in this document.

A victim who speaks to a professional or non-professional counselor or advocate must understand that, if the victim wants to maintain confidentiality, the School may be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

Even so, these counselors and advocates will still assist the victim in receiving other necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working or course schedules. An individual who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the individual with assistance if he or she wishes to do so.

While these professional and non-professional counselors and advocates may maintain a victim’s confidentiality vis-à-vis the School, they may have reporting or other obligations under state law when there is imminent harm to self or others or the requirement to testify if subpoenaed in a criminal case.

In compliance with the Clery Act, if it is determined that the alleged perpetrator(s) pose a serious and immediate threat to the School community the Security Department or the Office of Student Development may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim.
Reporting to Responsible Employees

A “responsible employee” is a School employee who has the authority to redress sexual violence, who has the duty to report incidents of sexual violence or other student misconduct, or who a student could reasonably believe has this authority or duty.

When a victim tells a responsible employee about an incident of sexual violence, the victim has the right to expect the School to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A responsible employee must report to the Title IX coordinators all relevant details about the alleged sexual violence shared by the victim and the School will need to determine what happened – including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the School’s response to the report. A responsible employee should not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement.

The following employees (or categories of employees) are the School’s responsible employees: administration, faculty, student affairs staff, human resources staff, and resident assistants.

Before a victim reveals any information to a responsible employee, the employee should ensure that the victim understands the employee’s reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources.

If the victim wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the victim that the School will consider the request, but cannot guarantee that the School will be able to honor it. In reporting the details of the incident to one of Title IX Coordinators, the responsible employee will also inform the Title IX Coordinator of the victim’s request for confidentiality.

Responsible employees will not pressure a victim to request confidentiality, but will honor and support the victim’s wishes, including for the School to fully investigate an incident. By the same token, responsible employees will not pressure a victim to make a full report if the victim is not ready to do so.

Requesting Confidentiality from the School: How the School Will Weigh the Request and Respond

If a victim discloses an incident to a responsible employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the School must weigh that request against the School’s obligation to provide a safe, non-discriminatory environment for all students, including the victim.

If the School honors the request for confidentiality, a victim must understand that the School’s ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Although not often, there are times when the School may not be able to honor a victim’s request in order to provide a safe, non-discriminatory environment for all students.
The School has designated the following individual(s) to evaluate requests for confidentiality once a responsible employee is on notice of alleged sexual violence: Ms. Greta Bohnenstiehl, Manager of Human Resources, by e-mail at greta.bohnenstiehl@sahstl.com or by phone at (314) 865-7943. The Human Resources Office is located at Building C, 3393 S. Broadway, St. Louis, MO 63118. Ms. Susan Gyorog, Associate Director, by e-mail at susan.gyorog@sahstl.com or by phone at (314) 577-5889. The Office of Student Development is located in 3547 S. Jefferson, St. Louis MO 63118.

When weighing a victim’s request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinators will consider a range of factors, including the following:

- The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:
- whether there have been other sexual violence complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
- whether the sexual violence was committed by multiple perpetrators;
- whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether the School possesses other means to obtain relevant evidence of the sexual violence (e.g., security cameras or personnel, physical evidence);
- whether the victim’s report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the School to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the School will likely respect the victim’s request for confidentiality.

If the School determines that it cannot maintain a victim’s confidentiality, the School will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the School’s response.

The School will remain ever mindful of the victim’s well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or School employees, will not be tolerated.

The School will also:
- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus (see portion of policy identifying these);
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and
- inform the victim of the right to report a crime to campus or local law enforcement – and provide the victim with assistance if the victim wishes to do so.
The School may not require a victim to participate in any investigation or disciplinary proceeding. Because the School is under a continuing obligation to address the issue of sexual violence campus-wide, reports of sexual violence (including non-identifying reports) will also prompt the School to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

If the School determines that it can respect a victim's request for confidentiality, the School will also take immediate action as necessary to protect and assist the victim.

Federal Statistical Reporting Obligations
Certain campus officials have a duty to report sexual misconduct to the Director of Security at St. Alexius Hospital for federal statistical reporting purposes. All personally identifiable information is kept private, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given), for publication in the annual Clery Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety.

Mandated federal reporters include: LSN staff, LSN faculty, campus security, and human resource staff and any other officials with significant responsibility for student and campus activities.

Options following a Sexual Assault and Violence
A member of the School community who has experienced a sexual assault and violence, whether a rape or another unwanted sexual contact, is urged to make an official report to the local police and/or the School’s Security Department. Whether or not the individual makes an official report, he or she is also urged to seek appropriate help, which may include medical evaluation, and/or obtaining information, support, and counseling, either on or off campus. The Office of Student Development who are trained to provide support to students following a sexual assault.

Medical Treatment
A person who has experienced a sexual assault and violence is urged to seek appropriate medical evaluation as promptly as possible.
For life-threatening conditions, call 911
- St. Alexius Hospital, 3933 S Broadway, St. Louis, MO 63118 (314) 865-7000
- SLU Hospital, 3635 Vista Ave, St Louis, MO 63110, (314) 577-8000
- Barnes-Jewish Hospital, 1 Barnes Jewish Hospital Plaza, St Louis, MO 63110 (314) 747-3000

A person who has experienced a sexual assault and violence is encouraged to request collection of medical-legal evidence. Collection of evidence entails interaction with police and a police report. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or civil action.

Legal Services—Orders of Protection
Legal Services of Eastern Missouri, 4232 Forest Park 63108, www.lsem.org, 314-534-4200 can assist with obtaining an Order of Protection in Missouri.
The Illinois Legal Aid website may assist with understanding and obtaining orders of protection and legal services. (http://www.illinoislegalaid.org)

An individual who has been sexually assaulted may wish to obtain an order of protection, no contact order, restraining order, or similar lawful order issued by a criminal or civil court. A copy of any order of protection should be given to the Student Development Office. The Student Development Office will forward a copy to the Security Department if the order involves a student or to the Human Resources Office if the order involves an employee. Directions for obtaining orders of protection will be provided to the complainant.

Officially Reporting a Sexual Assault and Violence
For sexual assault and violence that took place on campus, employees and students may contact Security Department at (314) 865-7000 and call the St. Louis Police Department directly at 911. Security Officers will assist the victim in notifying the local police if the individual chooses. Security Officers will respond quickly and with sensitivity upon notification of an assault. Security will contact the Manager of Human Resources in situations involving employees and the Student Development Office in situations involving students.

Employees
Whether an employee elects to report a sexual assault to the police, he or she is urged to make an official report directly to the Manager of Human Resources/Title IX Coordinator. The Manager of Human Resources/Title IX Coordinator is located at Building C, 3933 S Broadway, St. Louis MO 63118. The office phone number is (314) 865-7943. The Manager of Human Resources/Title IX Coordinator will inform the Director of Security and the St. Louis Police Department that an incident occurred on campus. The victim’s name may be withheld at the individual’s request.

Students
Whether a student elects to report a sexual assault to the police, he or she is urged to make an official report directly to the Associate Director of Student Development. The Associate Director of Student Development will inform the Title IX Coordinator, the Director of Security, and the St. Louis Police Department that an incident occurred on campus. The victim’s name may be withheld at the individual’s request.

Whether or not the claimant reports the offense to campus or local police, the Title IX Deputy Coordinator will provide assistance with changing the claimant’s academic and living arrangements (if reasonably available).

Investigating an Allegation of Sexual Discrimination Involving Students
The procedures for internal disciplinary action in cases of alleged sexual discrimination will provide prompt, fair, and impartial investigation and resolution. Once a report of sexual discrimination has been made resolution procedures shall be pursued within seven calendar days from the initial report. Investigations of the allegations of sexual discrimination will use the following responsive grievance procedures:

Informal Resolution Procedures
Some complaints of sexual discrimination can be resolved through informal mediation between the parties. Informal Resolution Procedures are optional and may be used when the institution determines that it is appropriate. Informal procedures are never applied in cases involving violence or non-consensual sexual intercourse.
The Manager of Human Resources/Title IX Coordinator and the Associate Director of Student Development may arrange for or facilitate mediation between the involved parties and coordinate other informal problem resolution measures.

**Formal Resolution Procedures**

1. Any member of the School community who believes that he/she has been the victim (the complainant) of sexual discrimination including sexual harassment and sexual assault may bring the matter to the attention of the APAS Committee.

2. The complainant must submit to the Title IX Coordinator or to the Title IX Deputy Coordinator (for students) a written statement detailing the alleged offensive conduct. The contents of the written statement should include a complete statement of the facts of the incident including dates, times, locations, witnesses, any relevant background facts or circumstances, and the signature of the complainant. Cases involving sexual discrimination are particularly sensitive and demand special attention to the issues of confidentiality.

3. Upon receipt of the written complaint, the Title IX Coordinator or the Title IX Deputy Coordinator will inform the alleged offender of the complaint, the identity of the complainant, and will provide the written statement of the complaint within seven calendar days. Every reasonable effort will be made to protect the complainant from retaliatory action by those named in the complaint. Once the resolution process has been initiated, it will be followed to completion. The approximate time for resolution will be 60 days. Both parties will be notified if additional time is needed to complete the case.

4. The alleged offender may respond to the complaint with a written statement detailing the alleged offensive conduct. The contents of the written statement should include a complete statement of the facts of the incident including dates, times, locations, witnesses, any relevant background facts or circumstances, and the signature of the alleged offender. Cases involving sexual discrimination are particularly sensitive and demand special attention to the issues of confidentiality.

**Committee**

Promptly after the written complaints are submitted, the Title IX Coordinator or the Title IX Deputy Coordinator will convene the APAS Committee.

Members of the committee will meet to discuss the complaint. The parties to the dispute will be invited to appear, separately, before the panel, to present testimony and witnesses. Questions will be limited to the incident itself and will not involve questions regarding the claimant's unrelated prior sexual activity. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct. The committee may conduct its own formal inquiry, call witnesses, and gather whatever information it deems necessary to assist it in reaching a decision and recommendations for subsequent action. The committee will maintain confidentiality throughout the entire process.

The hearing will be a closed hearing.

The committee will keep a verbatim record of the hearings by means of a single audio tape which will be kept in a secure place.
During the proceedings, each party will be permitted to have counsel of his/her own choice. Such persons are present as advisors, but may not act as spokespersons for the parties. The School must be informed five days in advance if either party chooses to have legal counsel present. When either party invites legal counsel to be present, the institution may also invite legal counsel to the hearing.

**Standard for Determining Responsibility**
According to the Office of Civil Rights, the standard used to determine responsibility in cases of sexual discrimination will be Preponderance of the Evidence Standard, whether it is more likely than not that the accused violated the Policy on Sexual Discrimination and Misconduct. The Clear and Convincing Standard, whether it is highly probable or reasonably certain that the accused violated the Policy on Sexual Discrimination and Misconduct, is a higher standard of proof and is not used under Title IX. All members of the School community found to have violated this policy will be disciplined up to dismissal from the School.

**Notice of the Outcome**
Once the committee determines whether sexual misconduct occurred, the notice of the outcome will be communicated in writing to the Director and to the Title IX Coordinator or to the Title IX Deputy Coordinator in situations involving students. The Title IX Coordinator or the Title IX Deputy Coordinator will forward the findings to both parties through certified mail within one business day of such outcome being reached.

The notice of the outcome will include only the name of the accused, the violation alleged (including any institutional rules or code sections that were allegedly violated), essential findings supporting such final result, and any sanction imposed by the institution against the accused (including a description of any disciplinary action taken by the institution, the date of the imposition of such action, and the duration of such action).

**Penalties for Misconduct**
The following schedule of penalties applies to all violations of the Policy on Sexual Discrimination and Misconduct. A written record of each action taken pursuant to the Policy will be placed in the offending person’s file. The record will reflect the conduct, or alleged conduct, and the warning given, or other discipline imposed.

1. Sexual Assault and Violence: Any person’s first offense of sexual assault and violence may result in discharge/dismissal from the School.

2. Other Acts of Sexual Discrimination: A person’s commission of acts of sexual discrimination (other than sexual assault and violence) will result in non-disciplinary oral counseling upon first offense with a disciplinary probationary status added to the individual’s academic or work file, depending upon the nature or severity of the misconduct; and suspension or discharge upon the second proven offense, depending on the nature or severity of the misconduct.

3. Retaliation: Retaliation against a sexual discrimination complainant will result in non-disciplinary oral counseling. Proven retaliation will result in suspension or discharge upon the first proven offense, depending upon the nature and severity of the retaliatory acts, and discharge upon the second proven offense.

**Appeal Process**
Either party may appeal the committee’s recommendations to the Chief Nursing Officer within 72 hours after the student has received formal notification of recommendations for action and must state specific grounds for the appeal. The grounds for an appeal are listed below:

1. Question of Fact -- A party may appeal on questions of fact by introducing new evidence which would significantly affect the outcome of the case. Evidence which was known to the appellant at the time of the original hearing, but was withheld, shall not constitute a question of fact nor is it to be considered upon appeal.

2. Question of Procedure -- The appellant must demonstrate that procedural guidelines established in this document were breached, and that the errors affected the outcome of the case.

3. Severity of Sanction -- Appeals based on the severity of the sanction shall be considered only when the penalty imposed exceeds the recommended range of sanctions for the specific violation. The accused can request leniency in cases where it is clearly demonstrable that the imposition of a sanction is inconsistent with previous judicial practice, even though it may be within the range of acceptable action.

Mere dissatisfaction with the sanction is not grounds for appeal.

After the student has filed an appropriate request for an appeal he/she will be notified within 72 hours of the outcome of the appeal request. The Chief Nursing Officer may deny hearing an appeal. However, if the Chief Nursing Officer chooses to hear the appeal, she/he is authorized to take the following actions: change a finding of guilt to a finding of innocence, modify the penalty, or order a new hearing wherein new evidence or testimony not available at the previous hearing is regarded as being of sufficient importance will be presented. The appeal outcome from the Chief Nursing Officer is final. Appeal hearings must be recorded and shall be closed hearings.

**False Reporting**
The School will not tolerate intentional false reporting of incidents. It is a violation Major Conduct Violation (Lutheran School of Nursing Student Handbook, Chapter 7) to make an intentionally false report of any policy violation, and a false report may also violate state criminal statues and civil defamation laws. False reports will subject the person who makes the false report or any person who knowingly assists in making the false report to the full range of School disciplinary sanctions.

**Educational and Awareness Programs**
Lutheran School of Nursing provides awareness and primary prevention programs to educate members of the community regarding sexual discrimination. Educational programming for students is available through participation in New Student Orientation, and other programs offered through the Student Development Office. The Office of Student Development will host the Intervention program(s), beginning in spring 2015. An updated list of programs may be obtained from the Student Development Office.

All Lutheran School of Nursing employees will complete a sexual misconduct training program. In addition, new employees are provided information on sexual discrimination at each new employee orientation.

Updated: September 26, 2014
Sexual Violence Resource List

ALIVE
P.O. Box 11201
St. Louis, MO 63105
314-993-7080
http://www.alivestl.org/index.html
ALIVE has a 24 hour, 7 day a week crisis line. Services include counseling, crisis intervention, an emergency shelter service, court advocacy services, and counseling for children who have witnessed abuse of a parent.

Bridgeway Behavioral Health
1570 South Main Street
St. Charles, MO 63303
636-757-2300
http://www.bridgewaybh.com/
Bridgeway offers services for both men and women who are survivors of domestic violence and assault. Counseling and intervention programs, as well as shelters are available. Bridgeway also has a 24 hour, 7 day a week hotline, at 1-877-946-6854.

Crime Victims Advocacy Center
539 N Grand Blvd #400
St Louis, MO 63103
314-652-3623
http://www.supportvictims.org/
Crime Victims Advocacy Center has 24 hour free counseling and aid for victims of crime: crisis intervention, counseling, advocacy, criminal justice guidance, information on victim issues and victim right, preparation for restorative justice activities, referral to community resources, and assistance filing victim compensation

Safe Connections
2165 Hampton Ave.
St. Louis, MO 63139
314-531-2003
http://safeconnections.org/
Safe Connections specializes in working with victims of domestic violence and sexual assault. The crisis hotline is operational 24 hours a day, 7 days a week. Services include counseling, support groups, and resource information. All services at Safe Connections are free, and there is no time limit or cap on how often they can be utilized.

Saint Martha’s Hall
http://saintmarthas.org/
24/7 Hotline: (314) 533-1313
Shelter, crisis intervention, support groups, individual support, advocacy program, information and referral, follow-up and community education.

The SPOT
4169 Laclede
St. Louis, MO 63108
314-535-0413
http://thespot.wustl.edu/
The SPOT is a counseling and resource center that specializes in working with clients ages 13-24. Services include medical exams, counseling services, and HIV and STD testing. These services are free and can be obtained without an appointment. The SPOT is open Monday through Friday between 1:00 PM and 5:00 PM.

Violence Prevention Center, Southwestern Illinois
VPC provides direct services to victims of domestic violence including well-being advocacy, shelter, and legal consultation/advocacy.
24/7 Hotline: (618)235-0892
(800)924-0096
P.O. Box 831
Belleville, IL 62222
Office: (618)236-2531
Fax: (618)235-9521

YWCA Sexual Assault Response Team (SART)
3820 West Pine Blvd.
St. Louis, MO 63108
314-531-7273
http://www.ywcastlouis.org
The YWCA SART hotline is operational 24 hours a day, 7 days a week. If necessary, they are able to meet up with the survivor at a hospital or a clinic, and can come to the residence of the survivor. The YWCA also offers counseling services and support groups, as well as advocacy services for survivors

Hotlines and advocacy:

- YWCA Rape Crisis Hotline (314) 531-7273
- YWCA, St. Louis Regional Sexual Assault Center (314) 726-6665 can answer your questions or concerns about sexual assault in non emergency circumstances.
- National Sexual Assault Hotline 1-800-656-HOPE provides free and confidential support and advice 24/7. They also provide an online hotline service.
- National Domestic Violence Hotline: 1-800-799-SAFE (7233) and 1-800-787-3224 provides 24 hour support for survivors of sexual and relationship violence. Assistance available in over 170 languages.
- LEAD Institute 1-800-380-3323 (Voice/TTY) provides a 24 hour crisis line for deaf individuals.
- The National GLBT National Help Center 1-888-THE-GLNH (1-888-843-4564)
- NOMSV (National Organization on Male Sexual Victimization), a non-profit dedicated to healing male survivors of sexual abuse.
- Missouri Coalition Against Domestic and Sexual Violence offers a variety of educational and crisis resources (573) 634-4161
- Call For Help. The Illinois Call for Help’s Sexual Assault Victims Care unit responds 24 hours a day, 7 days a week to victims of rape, incest, molestation, harassment or other sexual assault. Specially trained advocates arrive at the hospital or police station to assist the victim with police interviews and in navigating the medical and legal systems.
9400 Lebanon Road
East St. Louis, IL 62203
Phone: 618-397-0968
Fax: 618-397-6836
Toll Free: 618-397-0963