RESOURCES AND SUPPORT SERVICES

A number of campus resources are available to you and/or your student to help deal with sexual violence, should it occur.

**VOICE***
404-385-4451 or 404-385-4464 (Monday-Friday 8:00 am-5:00 pm)
404-894-2500 (via GTPD nights, weekends, and holidays)
404-894-9000 (24/7 Information Line)

Based in Health Initiatives, VOICE is GT’s sexual violence prevention and victim-survivor support initiative. VOICE has an Advocate available 24 hours per day to assist any student who has experienced any form of sexual violence, including sexual assault, sexual harassment, intimate partner violence, or stalking. VOICE services are confidential; when requesting an Advocate through GTPD, you only need to provide a phone number.

**Title IX Coordinator**
404-385-5583 | The Title IX Coordinator is the Institute official with primary responsibility for ensuring the Institute’s compliance with laws and regulations that prohibit sex discrimination, including sexual misconduct.

**Georgia Tech Police Department (GTPD)**
404-894-2500 | Officers from GTPD can support the investigation and prosecution of cases, ensure the well-being of the victim, and transport victims to Grady Hospital or other local rape crisis centers for treatment.

**Center for Assessment, Referral, and Education (CARE)**
404-894-3498 | CARE provides a single entry point for students to all mental health resources. It offers mental health assessments, crisis intervention, care plan development, and rapid access to appropriate campus resources.

**Georgia Tech Counseling Center***
404-894-2575 | Counseling Center offers free confidential counseling services for GT students, including those who have been victims of sexual violence.

**Stamps Health Services***
404-894-1420 | Women’s Health provides services to students of all gender identities including gynecologic wellness exams, pap tests, contraception consults (including emergency contraception), and STI screening. Students can also seek medical care at the Primary Care Clinic. Stamps does not collect rape kits.

**Employee Assistance Program – Kepro***
844-243-4440 | Free and confidential comprehensive assistance to all employees of Georgia Tech. Available services include access to licensed clinical professionals 24 hours a day, 365 days a year and up to 4 free face-to-face counseling sessions per issue.

**Vice President for Student Life & Dean of Students Office**
404-894-2565 | The Dean and Assistant Deans provide a number of services to assist students with medical and personal emergencies.

### Local & National Resources

**Grady Rape Crisis Center***
404-616-4861
80 Jesse Hill Junior Drive Southeast, Atlanta, GA 30303
Grady offers 24-hour medical treatment and crisis support for victims and family.

**Partnership Against Domestic Violence (PADV)**
404-873-1766
PADV offers a 24-hour crisis line, legal advocacy, and community support groups to survivors of intimate partner violence in Fulton and Gwinnett Counties.

**Rape, Abuse, and Incest National Network (RAINN)**
1-800-656-HOPE (4673)
RAINN provides services and support to sexual assault victims and operates the National Sexual Assault Hotline, a free, confidential hotline to support sexual assault victims 24/7.

**National Domestic Violence Hotline***
1-800-799-7233 or 1-800-787-3224 (TTY)
The National Domestic Violence Hotline offers a 24/7 crisis line for survivors of dating, intimate partner, or domestic violence. They can put you in touch with your nearest crisis shelter and provide safety planning.

* = Confidential Resource

Visit www.voice.gatech.edu for a full list of resources.
INTRODUCTION
Sexual violence is a prevalent issue among college-aged adults. During their time in college, one in five women and one in 17 men experience sexual misconduct. 47% of transgender people are sexually assaulted at some point in their lifetime. Chances are, you know a student who is a survivor. Everyone has the right to live and learn at Georgia Tech free of violence or the threat of violence. Nonconsensual sexual contact, dating and domestic violence, stalking, sexual harassment, and sexual exploitation are violations of the University System of Georgia Sexual Misconduct Policy 6.7 and may also be violations of the law.

You can be part of the solution toward ending sexual violence. As a faculty/staff member at Georgia Tech, you should understand these issues and be prepared to respond appropriately in the event that a student you know is assaulted, harassed, or stalked. Please read this guide and keep it available as a reference. Additionally, VOICE in Health Initiatives is committed to preventing sexual violence through education and awareness programs that cultivate respect, equity, and communication among all members of the GT community. To request a sexual violence program for your area or to serve on GT’s Sexual Violence Prevention Alliance, contact voice@gatech.edu.

What is sexual violence?
Sexual violence can be broadly defined as any unwanted sexual attention, contact, or activity without consent. The term “sexual violence” serves as an umbrella term for a wide range of unwanted or nonconsensual sexual conduct, not just that conduct that results in physical violence or harm. Perpetrators of sexual violence can be anyone - friends, partners, classmates, colleagues, professors, strangers, etc. The majority of victim-survivors know the perpetrator.

Keep in mind a victim-survivor may have trouble labeling what happened to them. They may not use terms like “sexual assault,” “domestic violence,” or “stalking.” Watch and listen for the behaviors that fall under this umbrella.

Examples of sexual violence include but are not limited to:
- Sexual contact with another without consent
- Intentional physical contact with another without consent
- Forcing another to touch, directly or through clothing, themselves or another
- Rape or sexual assault
- Sexual contact with a person under the age of consent
- Sexual contact with someone who is incapacitated by alcohol or drugs or who is asleep or unconscious
- Using a position of power to coerce someone into a date or intimate relationship
- Indecent exposure or voyeurism without consent
- Taking or distributing nude photographs or sexual video of someone without consent
- Repeatedly following or contacting someone after being told to stop
- Physical or sexual violence within an intimate partnership

What constitutes “consent”? 
University System of Georgia Sexual Misconduct Policy 6.7 defines consent as “words or actions that show a knowing and voluntary willingness to engage in mutually agreed-upon sexual activity. Consent cannot be gained by force, intimidation or coercion; by ignoring or acting in spite of objections of another; or by taking advantage of the incapacitation of another where the respondent knows or reasonably should have known of such incapacitation. Minors under the age of 16 cannot legally consent under Georgia law. Consent is also absent when the activity in question exceeds the scope of consent previously given. Past consent does not imply present or future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time by either party by using clear words or actions.”
What are the signs that a student may have experienced sexual violence?

Sexual violence can be devastating to victim-survivors both in and out of the classroom. Survivors may experience anxiety and fear, difficulty in relationships, and/or a drop in academic performance – some may withdraw, transfer, or drop out of school. Additionally there may be:

- Shock and disbelief
- A feeling of “why me?”
- Guilt
- Denial
- Flashbacks/nightmares
- Acute distress or severe anxiety
- Confusion
- Multiple fears (of death, the perpetrator, or other situations)
- Depression (hopelessness, helplessness)
- Anger
- Loss of self-esteem
- Thoughts of suicide
- Dysfunctional behaviors
- Post-traumatic Stress Disorder

Please note: not all survivors experience these signs or symptoms, and some may occur because of other issues.

How do you help a victim of sexual violence?

The assistance you can offer will depend on the nature, timing, and ongoing effects of the incident. If a student is experiencing any form of sexual violence and turns to you for support:

- Get immediate help if there is a safety emergency. If the survivor, you, or others are in immediate danger, call 9-1-1 or GTPD at 404-894-2500.

- Inform the student of your role as a “responsible employee.” Unless you have been specifically designated as a “confidential employee” or “privileged employee,” you MUST report any incident of sexual violence to GT’s Title IX Coordinator as soon as practical. As early as possible in the conversation, gently interrupt the student and inform them that you cannot keep the information confidential. Give them the option to continue talking to you or to speak to a confidential resource, like VOICE.

- Don’t be afraid to ask for some help. VOICE Advocates are confidential and available 24 hours per day to provide support and referrals based on the student’s needs. Please note that a student does not have to file a report with law enforcement or the Title IX office to seek assistance from VOICE.

- Accept the survivor at their word. Unless the Title IX office or Office of Human Resources specifically directs you to investigate, it is not your role to question whether the incident occurred or to talk to the perpetrator or anyone else to “hear the other side.” Do not make excuses for the perpetrator’s actions.

- Never blame the survivor. No one deserves to be the victim of sexual violence no matter what the circumstances. Even if the survivor feels responsible, say clearly “it wasn’t your fault.”

- Help the student explore options. Give the survivor the freedom to choose their own course of action or path of recovery, even if you would do it differently. Share the resources included in this folder with the victim-survivor.

- Share the information with the Title IX Coordinator. This is required for all faculty or staff who are “responsible employees” even if the student does not wish to file a formal report. Call 404-385-5583.

How can you help prevent sexual violence?

We all have a role in preventing sexual violence. If you are aware of someone in the Georgia Tech community who is harassing, abusing, or acting violently toward others, you can say or do something through bystander intervention. Through awareness and action, you can be the person who stops a situation from escalating or continuing. Use the 4 D’s:

- Direct: When it feels safe to do so, confront the people who are involved. Assertively address whatever inappropriate behavior is taking place and also provide any needed assistance.

- Distract: Find a means to redirect attention from a situation to disrupt a potentially violent or problematic situation and provide any necessary help.

- Delegate: Work as a team with others you trust or ask for help from someone who you deem is better suited to intervene.

- Delay: Even if you were not able to intervene during the incident, it’s not too late. Check in later and offer support.
How do you help a victim of sexual violence?

Additionally, if a student turns to you in the immediate aftermath of a sexual assault (within approximately 5 days):

- Contact VOICE or encourage the student to reach out to speak to a confidential VOICE Advocate anytime, 24 hours per day.
- Advise the student to seek medical attention as soon as possible. Even if there are no apparent injuries, there may be internal injuries. It is also important for the student to get checked for STIs and pregnancy (if applicable), which can be done at Stamps Health Services or a local rape crisis center. These facilities can also provide emergency contraception if needed. VOICE Advocates can accompany students or advise them how to proceed.
- Encourage the student to preserve evidence. A forensic medical exam, also referred to as a “rape kit,” is an option within 5 days of an assault. This procedure is free, does not require a report to law enforcement, and is available at any local rape crisis center. To preserve evidence that may be present on or in their body, the survivor is encouraged not to bathe, shower, douche, change clothes, brush teeth, chew gum, or eat or drink. If a student suspects being drugged, a urine sample should be collected for analysis. These steps are NOT required for a forensic exam and an exam is NOT required in order to report the incident to campus authorities or law enforcement.

Or if you learn a student is being harassed or stalked:

- Encourage the student to consider cutting off contact with the perpetrator. If it is safe to do so, they should send one clear, brief message (preferably in a documented format like a text message or email or with a witness present) telling the perpetrator to stop contacting them. The student should not respond to any further communication from the perpetrator.
- Encourage the student to document incidents and keep evidence. Dates, times, locations, details of what happened, names of witnesses, emails, phone logs, texts, screenshots, etc. can all be helpful.
- Refer the student to appropriate campus resources. A confidential VOICE Advocate is available 24 hours per day and can discuss safety planning, reporting options (if interested), and additional support services.

How do you report sexual violence as a faculty/staff member?

As a faculty/staff member at Georgia Tech, you are required to report to the Title IX Coordinator any acts of sexual violence that have been communicated to you, that you witness, or that otherwise come to your awareness. This applies to incidents on or off campus involving anyone affiliated with GT regardless of how much time has passed since the incident.

The Title IX Office will make every effort to treat the information as privately as possible and so should you. Do not share the details with your supervisor or other faculty, staff, or students, unless required by your departmental procedures.

The Title IX Office will determine what steps are necessary in order to ensure the safety of the victim-survivor and the entire GT community. This may include reaching out to the victim-survivor to inform them of their options and to connect them to additional campus resources for support.

To make a report to the Title IX Coordinator, call 404-385-5583. Visit titleix.gatech.edu for more information.

Reporting Options for Students

Georgia Tech encourages any individual who believes that they have been a victim of sexual violence to report the incident promptly. However, students are not required to file a report in order to receive support services.

- To file a report for violation of the Sexual Misconduct Policy, students should contact the Title IX Coordinator (404-385-5583).
- To file a criminal report, students should contact the Georgia Tech Police Department (404-894-2500).

If you have any questions about reporting options or processes, you or the student can discuss them confidentially with a VOICE Advocate in Health Initiatives.