

Hearing Board:

The Hearing Board is a three member panel of trained faculty, staff, and/or students. The board receives the complete case file. The Hearing Chair meets with the parties and their advisors prior to a hearing to discuss procedures and any evidentiary questions. Hearings will be held virtually on Zoom. The Board asks all Direct Examination questions and Parties' advisors ask all Cross Examination. Parties are not permitted to ask questions directly. It is not a full re-hearing of all evidence, but rather an opportunity to address any unanswered questions.

Appeal:

Either party may appeal a final decision. The procedures for appeal are the same under the Title IX and Non-Discrimination Policies.

The Complete Title IX Sexual Harassment and Non-Discrimination Policies are available at:
www.creighton.edu/oei

Supportive Measures

The University can offer a variety of supportive measures, regardless of whether or not a formal report is made to the University. These may include but are not limited to:

- Contact Restrictions
- Academic Accommodations
 - Deadline Extensions
 - Class Schedule Modifications
 - Withdrawals/Leaves of Absence
- Referrals to Community Based Services
- Referrals to Mental Health and Counseling Services
- Altering campus housing assignments
- Education to the campus community and/or groups
- Changing work schedules/assignments
- Providing public safety escorts
- Assisting with reporting off campus
- Referrals for legal assistance
- Safety Planning
- Timely Warnings
- Campus Ban and Bar Orders

Resources

- Medical Resources - For medical care or to complete an evidentiary exam (SANE exam), you may go to an area hospital. A confidential advocate from the VIP Center can accompany you to this exam.

Methodist Hospital - 8303 Dodge St.
24 Hour Help Line - 402.354.4424
CHI Health Creighton University Medical Center (on campus) - 2412 Cuming St. - 402.449.4000

- Office of Equity and Inclusion:
Allison Taylor, Title IX Coordinator
Ellie Rohr, Senior Investigator
Creighton Hall, 340
402.280.3189
www.creighton.edu/oei
- Violence Intervention and Prevention Center
Meredith Lierk, Director
Abbey Collins, Assistant Director
Lower Brandeis Hall, B04
402.280.3794
VIP@creighton.edu
www.creighton.edu/VIP
- Women's Center for Advancement:
3801 Harney St.
402.345.6555
24 Hr. Crisis Hotline - 402.245.7223
- Student Counseling Services:
Markoe Hall
402.280.2735
- Employee Assistance Program
800.424.4831
www.magellan.com/member
- Omaha Police Department
Emergencies call 911
- Public Safety
Schneider Building, 2222 Burt St.
Emergency - 402.280.2911
Non-emergency - 402.280.2104



CREIGHTON UNIVERSITY

OFFICE OF
EQUITY AND
INCLUSION

RESOURCE GUIDE

REPORTING OPTIONS

Incidents of sexual harassment, including dating and domestic violence, sexual assault, and/or stalking are serious matters. If you or someone you know has experienced one of these incidents, you have multiple reporting options and supports available both on and off campus.

Option 1: Law Enforcement Reporting

Any individual who has experienced an incident of sexual harassment, including dating/domestic violence, sexual assault and/or stalking has the right to report that experience to Law Enforcement directly.

Individuals can also request assistance from the Violence Intervention and Prevention (VIP) Center (402.280.3794) or Public Safety (402.280.2911) in making a report to police.

Option 2: On Campus Reporting

Incidents of sexual harassment may be reported on campus to the Office of Equity and Inclusion. The members of this office have been trained to investigate incidents of sexual harassment, including sexual assault, dating/domestic violence, and/or stalking. They can assist in the process of filing a Complaint and/or seeking Supportive Measures to address concerns for your safety. For more information about the policies, please visit www.creighton.edu/oei

Option 3: Reporting to Law Enforcement and On Campus

Individuals who have experienced incidents of sexual harassment may choose to report their experiences both on and off campus.

Reporting Online:

www.creighton.edu/safety/tell-someone

Reporting in Person:

Office of Equity and Inclusion -
Creighton Hall Suite 340, 402.280-3189

CONFIDENTIAL RESOURCES

You may access confidential resources via the VIP Center. Creighton employs two full time Advocates.

To make an appointment contact 402.280.3794, visit Brandeis Hall, B04 or email vipcenter@creighton.edu.

Student Counseling Services employs licensed mental health professionals and support staff who may assist students with incidents of sexual harassment. Contact 402-280-2735 to make an appointment.

The Employee Assistance Program offers confidential access to counseling for Creighton employees. Contact 1.800.424.4831 to access resources.

PRIVACY

Except for the VIP Center and Student Counseling Services, all faculty and staff are considered mandatory reporters. However, information reported to the Office of Equity and Inclusion will be kept private to the extent possible. The University will protect the identity of those involved in Investigations to the best of its ability. Personally identifiable information will only be shared with those who have a need to know in order to investigate and respond to an incident and/or implement supportive measures.

The Clery Act requires that the University collect and maintain statistical data regarding crimes committed on campus. This information is reported anonymously and in the aggregate to the Federal Government through the Clery compliance officer on campus.

WHAT IF I DON'T WANT THE UNIVERSITY TO INVESTIGATE?

You can request that the University not investigate, even after you have made a formal report. However, if there is a concern for the safety of others, the University may need to take action.

INVESTIGATIONS AND

RESOLUTIONS

There are no time limitations on reporting an incident, however individuals are encouraged to report promptly when possible. The sooner an incident is reported, the sooner the University can take action to protect the individual and investigate the matter.

Take steps to preserve evidence. This can include but is not limited to text messages, photographs, and physical evidence. The collection of evidence in instances of gender based violence is critical.

Investigation Procedures

After a formal complaint has been made, a Notice of Investigation will be issued to both the Complainant and Respondent. The Notice will identify the possible violations alleged and whether the investigation is proceeding under the Non Discrimination Policy or the Title IX Sexual Harassment Policy. The notice will also identify the investigator(s) who will be assigned, and the rights of the parties.

Individuals may have an Advisor of their choosing including a friend, family member, mentor, faculty member, attorney, or an advisor appointed by the University.

Both parties have the ability to identify witnesses and submit evidence to the investigator(s). After all evidence has been gathered, the parties have the right to review and respond before the investigators complete their report. Under the Non-Discrimination Policy, the report is submitted to the Title IX Coordinator for final decision. Under the Title IX Sexual Harassment Policy, the matter is sent to a hearing Board.