

## CONFIDENTIAL COUNSELING RESOURCES AND MEDICAL CENTERS\*



### ON-CAMPUS

Health and Wellness  
services/Behavioral  
Health (510) 803-7328  
Ext. 185

TimelyCare - 24/7  
virtual health and  
wellbeing support (for  
students and  
employees)



### OFF-CAMPUS

Fremont Police  
Department (Crimes  
Against Persons Unit) (510) 790-6800

The Alameda County  
Crisis Support Services  
hotline (Sexual  
Violence) (510) 845-7273

Bay Area Women  
Against Rape (BAWAR)  
24/7 Hotline (510) 800-4247

### NON-CONFIDENTIAL RESOURCES AND REPORTING OPTIONS

The Title IX & Equity  
Office (510) 803-7328  
Ext. 227

BRIDGE (Building  
Relationships and  
Intervening for  
Development, Growth &  
Empowerment) Team (510) 803-7328  
Ext. 109

*\*These resources are required by law to  
maintain near complete confidentiality.*

*\*\*Under CA law, medical clinicians are  
required to report to the police instances in  
which they observe physical injury.*

## REPORTING SEXUAL MISCONDUCT AND FILING COMPLAINTS



All reports of discrimination and harassment based on sex, which include sexual harassment, sexual misconduct, sexual assault, dating/domestic violence, stalking, sexual exploitation, and retaliation or on any other protected characteristics, should be made to the Title IX and Equity Office.

*\*Sex is an umbrella terms which including sexual orientation, gender identity, and gender expression.*

Persons who report, assist someone in reporting, and/or who have participated in an investigation/ proceeding are protected from retaliation under University policy.

If you would like to make a report, you may email, call or visit the SFBU Title IX and Equity office. Alternatively, you can also file a complaint with external agency.

### The Title IX and Equity Office

Email: [t9-equity@sfbu.edu](mailto:t9-equity@sfbu.edu)  
Phone (call/text): (510) 803-7328 Ext. 227  
Student Success Building, Room 10  
161 Mission Falls Lane, Fremont, CA 94539

### The U.S. Department of Education Office for Civil Rights

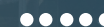
Email: [ocr@ed.gov](mailto:ocr@ed.gov)  
Phone: +1 (800) 421-3481



SAN FRANCISCO BAY  
UNIVERSITY

# Title IX & Equity

“Empowering  
Equity,  
Ensuring  
Safety”



San Francisco Bay University is committed to ensuring that all members of our community can participate in educational programs and activities free from discrimination, harassment, and retaliation based on protected characteristics.

This includes Sexual Harassment, Sexual Assault, Dating/Domestic Violence, Stalking, Retaliation, and any other protected characteristics under federal, state, or local law.



## WHAT IS TITLE IX?

Title IX is a federal law that promotes equal opportunity by ensuring that no person shall be subjected to discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. Pursuant to Title IX, SFBU must respond promptly and effectively to reports of sexual harassment (which includes sexual misconduct, dating and domestic violence, and stalking), as well as retaliation.

## SFBU REPORTING PROCESS

You have the right to make a report to SFBU's Title IX & Equity Office. They will inform you of your rights and options, review the complaint procedures for investigating and addressing the incident, and provide you with campus and local resources for support.

## What if you want to be left alone?

Remember that you have access to on and off campus supportive resources. Friends and family can offer support as well.

## Affirmative Consent is Key!

"Affirmative Consent" means affirmative, conscious, and voluntary agreement to engage in sexual activity. If you have ever felt coerced or forced into having sex, you are not alone. Sex without consent is sexual assault.

## When should you ask for Consent?

Before and During Each Sexual Activity - It is the responsibility of each individual involved to ensure they have the Affirmative Consent of the other(s) to engage in each act of sexual activity.

Ongoing and Revocable at Any Time - Affirmative consent must be ongoing throughout the sexual activity and can be revoked at any time.

## WHAT DOES TITLE IX & EQUITY OFFICE COVER?

### Sexual Harassment

Sexual Harassment is an umbrella term that includes: Title IX Quid Pro Quo/Hostile Environment Harassment on the basis of sex, Sexual Assault, Sexual Misconduct, Dating Violence, Domestic Violence, Stalking, and Sexual Exploitation.

#### Title IX Quid Pro Quo Harassment

A University employee conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

#### Title IX Hostile Environment Harassment

Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person from accessing the University's education program or activity.

### Sexual Misconduct

Sexual misconduct is having or attempting to have sexual contact with another individual without consent or where the individual cannot provide consent because of age, or they are incapacitated.

### Dating & Domestic Violence

Physical violence or threats against a current or former intimate partner, often involving power and control. It may include emotional or psychological.

### Stalking

Involves a course of conduct directed at a specific person that would cause a that person to suffer substantial emotional distress or to fear for their own safety.

### Retaliation

Retaliation means any adverse action, intimidation, threat, coercion, or discrimination against any person because that person has made a report to the Title IX & Equity Office.

### Any Other Protected Characteristics

Which include:

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Income Status
- Marital Status
- Medical Condition
- Military Or Veteran Status,
- Partnership Status
- Political Belief Or Affiliation
- Pregnancy
- Race
- Religion
- Shared Ancestry And Ethnic Characteristics

and any other protected class under federal, state, or local law.

## WHAT TO DO IF SEXUAL ASSAULT/MISCONDUCT THIS HAPPENS TO YOU?

- Get to a safe place and call 911.
- Contact someone for help and support.
- Go to a hospital for medical care. You will be given a physical exam and options for the prevention of pregnancy and STDs. (Even if several days have passed since the assault, it is still important to get medical care.)
- If you are able to, avoid showering, bathing, or changing your clothes (if you have been assaulted or raped) to avoid potentially damaging evidence. Do not disturb anything at the scene of the assault or throw away any evidence.
- You may ask law enforcement for assistance in gathering evidence. Evidence should be placed in a paper bag, rather than a plastic bag.
- Medical Professionals are required to notify the police whenever they treat a rape victim but the decision to make a formal police report is still yours.
- If you decide NOT to go to the police immediately, consider writing down all the details of the assault (ex: who, what, when, where) and keep them in case you wish to report the assault later.