

APPENDIX B

Supportive Measures to Protect Safety and Well-Being

Following a report of sexual misconduct, the University will offer non-disciplinary, non-punitive individualized services as appropriate and as reasonably available to involved parties. Supportive measures are designed to:

- protect the safety of all parties and the University's employment and educational environment and/or deter further acts of misconduct
- restore or preserve equal access to Villanova's education program or activity without unreasonably burdening the other party, including via measures designed to protect the safety of all parties or Villanova's educational environment, and/or deter sexual misconduct

For a listing of services and resources, see Appendix A. These supportive measures are available regardless of whether the Complainant chooses to file a formal complaint with the University or report to the police department with jurisdiction.

Community members seeking such assistance should speak with the Title IX Coordinator, Sexual Assault Resource Coordinator on call, a Respondent Resource Coordinator, the Assistant Dean of Students, or a Deputy Title IX Coordinator. The University will maintain consistent contact with the parties to ensure that all safety, emotional, and physical well-being concerns are being addressed.

The University will determine the necessity and scope of any supportive measures pending the completion of the grievance process. Even when a Complainant or Respondent does not specifically request that protective action be taken, the University may still choose to impose measures at its discretion to ensure the safety of any person, the broader University community, or the integrity of the review process, or for any other lawful reason. The University will maintain private any supportive measures taken to the extent maintaining such privacy would not impair the ability to provide the measures.

All community members are encouraged to report concerns about failure of another person to abide by any restrictions imposed by a supportive measure. The University will take prompt responsive action to enforce a previously implemented supportive measure.

The University may impose (and a person may request) supportive measures that can be tailored to achieve the goals of this policy, even if not specifically listed here. The range of supportive measures includes, but is not limited to:

1. **No Contact Order:** The Complainant or Respondent may request, or the University may impose, communication and contact restrictions to prevent further potentially harmful interaction. These communication and contact restrictions generally preclude in person, telephone, electronic or third party communications.

A person may also seek a protection/anti-harassment order from the local court of the Commonwealth of Pennsylvania. This is a civil proceeding independent of the University. If a court order is issued the University will, to the extent possible, assist the protected person in benefitting from the restrictions imposed by the court and will also facilitate on-campus compliance with the order.

2. **Escort:** The University may provide an escort to involved parties to ensure safe movement between classes and activities.

3. **Academic, Employment, Living or Transportation Arrangements:** Complainants and Respondents may request reasonable changes in their own academic, employment, living or transportation arrangements after a report of sexual misconduct by speaking with the Title IX Coordinator, Sexual Assault Resource Coordinator, a Respondent Resource Coordinator, the Assistant Dean of Students, or a Deputy Title IX Coordinator. Upon request the University will inform the Complainant or Respondent of the options and will accommodate the request if those changes are reasonably available. In some instances the University may initiate these changes without a request. These may include a change in class or work schedule, a change in living accommodations, academic accommodations, and/or a voluntary leave of absence.
4. **Emotional Support:** The University will assist in providing counseling services through the University Counseling Center (for students), Health Advocate (for employees), or will assist in providing a referral to off-campus support agencies.
5. **Emergency Removal:** To provide for the safety of any person or the broader campus community, or for any other lawful purpose, the University may remove a Respondent from a Villanova education program or activity on an emergency basis. The University will undertake an individualized safety and risk analysis to determine whether an immediate threat to the physical health or safety of any community member or other individual arising from the allegation of sexual misconduct justifies the removal. The University will provide the Respondent with notice and an opportunity to challenge the decision immediately following the decision.