

## APPENDIX B

### Interim Measures to Protect Safety and Well-Being

Following a report of sexual assault, sexual harassment or other sexual misconduct, the University will provide interim support and reasonable protection against further acts of misconduct, harassment, or retaliation as needed, as well as provide services and resources to provide a safe educational and employment environment. For a listing of services and resources, see Appendix A above. These interim measures are available regardless of whether the Complainant chooses to report to Public Safety or the police department with jurisdiction.

Community members seeking such assistance should speak with the Sexual Assault Resource Coordinator on call, the Assistant Dean of Students, or the Title IX Coordinator or a Deputy 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 interim measures pending the completion of the complaint process. Even when a Complainant or Respondent does not specifically request that protective action be taken, the University may still choose to impose interim 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 interim 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 an interim measure. The University will take prompt responsive action to enforce a previously implemented interim measure.

The University may impose any interim measures that can be tailored to achieve the goals of this Policy, even if not specifically listed here. The range of interim 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 assault, sexual harassment, or other sexual misconduct by speaking with the Sexual Assault Resource Coordinator, Respondent Resource Coordinator, Assistant Dean of Students, or Title IX Coordinator or a Deputy Coordinator. A request for an employment change in the case of sexual harassment where the Respondent is an employee may also be directed to the Sexual Harassment Complaint Officer or the Office of Human Resources. 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 cases 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 or will assist in providing a referral to off-campus support agencies.
5. **Support for the Respondent:** A University Respondent Resource Coordinator is available to provide information on resources for students accused of sexual assault, sexual harassment, or other sexual misconduct. The Respondent Resource Coordinator will assist a Respondent with: obtaining emotional support through counseling; navigating the disciplinary process; and assisting with other questions and concerns. The Respondent Resource Coordinator team do not act as legal counsel and generally are unable to serve as Advisors in University disciplinary proceedings.
6. **Interim Suspension:** To provide for the safety of any person or the broader campus community, or for any other lawful purpose, the University may suspend a Respondent on an interim basis. For students, the applicable provisions of the Code of Student Conduct shall apply.