

## Know Your Rights

The Pennsylvania State University is committed to maintaining a safe and welcoming environment that is free of harassment and discrimination against any person on the basis of their sex or gender.

The University must respond promptly and effectively to address all reports of sexual harassment or sexual misconduct involving members of the campus community. If the University is aware of sexual or gender-based harassment or misconduct that creates a hostile environment, the university must take immediate action to **eliminate** the behavior, **prevent** its recurrence, and **address** its effects.

Additional information regarding University policies and procedures can be found online at: <http://titleix.psu.edu>.

Your rights under University policies include:

- The right to have disclosures of sexual harassment, gender-based harassment, sexual assault, domestic violence, dating violence, stalking, and/or sexual exploitation **treated seriously**.
- The right to be treated with fairness and respect throughout the process. The University does not presume that the Respondent is responsible for violating University policy. Complaints are also presumed to be filed in good faith.
- The right to be informed of University policies and procedures being applied to your case, and to have those policies and procedures followed without material deviation whenever possible.
- The right to have the University keep certain information regarding your complaint, such as your name and the provision of supportive measures, kept as **confidential** as possible. Information related to your complaint will be distributed on a **need-to-know** basis only. “Need-to-know” is typically defined by that level of information that is necessary to coordinate the provision of requested services, to protect the safety of individuals or community members, or to administer the University complaint process.
- The right to be informed of your **option to make a report to local law enforcement**—and to not be discouraged from doing so.
- The right to access appropriate **resources, support services, and supportive measures**. Available resources and measures may include:
  - reasonable **academic accommodations** (including modifications to course or exam schedules, or coursework);
  - **housing modifications** (including permanent or temporary room re-assignments, or the provision of a temporary “safe space” on campus);
  - free **confidential counseling** and psychological support;
  - access to free or low-cost **healthcare** options; and/or
  - **referrals** to local community agencies for services.

- The right to enter into a mutually agreed upon, voluntary informal resolution agreement prior to any finding regarding responsibility. Also, the Complainant’s right to request a dismissal of the formal complaint.
- The right to **participate**—or to decline to participate—in a University process that is **fair** and **objective**, and that provides you with **adequate notice** prior to any interview and a meaningful **opportunity to be heard** as well as the ability to cross examine all parties and witnesses according to the applicable policy.
- The right to be **notified of the time frame** for major stages of the complaint process. The University strives to complete investigations within a reasonable timeframe, whenever possible. The length of each investigation is based on specifics of the case. The University will keep you updated on the progress of any investigation.
- The right to have a reliable and impartial **investigation**, including the right to meet with an investigator to present relevant information, witnesses, and other evidence.
- The right to review all evidence and investigative reports associated with your case in accordance with University procedures.
- The right to have a determination of the facts be based on a **preponderance of evidence** (standard of more likely than not).
- The right to be accompanied by an **advisor of your choice** during any meeting, interview, or hearing conducted in connection with the complaint.
- The right to be **notified in writing of the outcome** of any dismissals of formal complaints or other formal University processes related to the complaint.
- If/when an outcome has been determined with respect to the complaint, the right to access an **appeal** process in accordance with University policies and procedures.
- The right to be **protected from retaliation** by any member of the University community for reporting your experience or participating in the University process.
- The right to discuss your experience, including any concerns regarding the University’s application of its policies or procedures, with the **Title IX Coordinator** (see [titleix.psu.edu](http://titleix.psu.edu) for contact information).
- The right to file a complaint outside of the University.

September 2023



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