


# Resource Guide for Complainants

This brochure provides education, guidance, and resources for victims/survivors of sexual harassment, which includes sexual violence, sexual assault, domestic violence, dating violence, and stalking, as well as for friends, family, and those working to prevent, respond, and support.



The Dustdevil community prides itself on an educational and working environment that is conducive to the personal and professional development of all its students and employees. As such, TAMU strictly prohibits all forms of sex discrimination, sexual harassment (**which includes sexual violence, sexual assault, domestic violence, dating violence, and stalking**), and related retaliation.

## Victims/Survivors Have a Right To:

- ◆ Be heard, not be judged, and feel safe.
- ◆ Be treated with respect and dignity.
- ◆ Ask questions. Receive guidance, assistance, and resources.
- ◆ Receive confidential counseling (see page 2).
- ◆ Choose for yourself to notify police or decline to do so.
- ◆ Request that campus security assist you in notifying police, if you so choose.
- ◆ Make an anonymous, confidential report with police using a pseudonym. Your name may remain confidential. In the annual security report required by the Clery Act, TAMU will include the statistic without a name or other identifying information.
- ◆ Request that an officer assist you in obtaining your essential personal effects, as well as locating and taking you to a safe place (such as a shelter or the residence of a trusted friend or family member).
- ◆ Request that an officer assist you in providing for your safety and your family's, including filing for a Protective Order or a similar lawful order.
- ◆ Request that an officer assist you in obtaining medical care.
- ◆ Request supportive presence at the hospital or police station.
- ◆ Request a free forensic rape exam even if you choose not to notify police.
- ◆ Be informed of the outcome simultaneously with the respondent.
- ◆ Be accompanied by an advisor of their choosing throughout the process.

**MYTH:**  
Domestic violence/abuse, whether physical, sexual, emotional, economic, is a private family matter.

**TRUTH:**  
Violence, in any form, is everyone's issue. No one deserves to be abused, under any circumstance.

**HEALTHY RELATIONSHIP**

No Violence • No Threats • Respect • Trust • Honesty • Support • Shared Responsibility • Accountability • Responsible Parenting • Economic Partnership • Negotiation • Fairness • Equality

**KNOW IT'S NOT RIGHT**

**CONSENT** – Clear, voluntary and ongoing agreement to engage in a specific sexual act. Persons need not verbalize their consent to engage in a sexual act for there to be permission. Permission to engage in a sexual act may be indicated through physical actions rather than words. A person who was asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or whose agreement was made under duress or by threat, coercion, or force, cannot give consent. (System Regulation 08.01.01, Civil Rights Compliance)

**SEXUAL ASSAULT** – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program. [34 CFR 668.46(a)] (System Regulation 08.01.01, Civil Rights Compliance)

**DOMESTIC VIOLENCE** – A felony or misdemeanor crime of violence committed by: (a) a current or former spouse or intimate partner of the victim; (b) a person with whom the victim shares a child in common; (c) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. [34 CFR 668.46(a)] (System Regulation 08.01.01, Civil Rights Compliance)

**DATING VIOLENCE** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition: (1) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (2) Dating violence does not include acts covered under the definition of domestic violence. [34 CFR 668.46(a)] (System Regulation 08.01.01, Civil Rights Compliance)

**STALKING** – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others; or (b) suffer substantial emotional distress. For the purposes of this definition: (a) *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. (b) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim. (c) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. [34 CFR 668.46(a)] (System Regulation 08.01.01, Civil Rights Compliance)



IT'S TIME • TO TALK ABOUT IT • TO END IT

# What To Do If You Are a Victim/Survivor

## 1 - GET TO A SAFE PLACE

Go where you are comfortable and safe from harm—home, friend's room, hospital, police station (University or local).

## 2 - CALL FOR ASSISTANCE

In life-threatening or violent situations, immediately dial:

**2911** – TAMIU Police Department  
(on mobile phone, dial 326-2911)

**911** – Laredo Police Department or EMS

## DOMESTIC & DATING VIOLENCE

(aka Relationship Violence or Family Violence)

It is a crime for any person to cause you physical injury or harm, even if that person is a member or former member of your family or household or is a person with whom you have or had a romantic or intimate relationship.

**IMPORTANT:** Please tell the investigating police officer if you, your child, or any other household resident has been injured OR if you feel you will be in danger when the officer leaves.

## 3 - PRESERVE THE EVIDENCE (sexual violence/assault)

Avoid drinking, eating, rinsing your mouth, brushing your teeth, showering, douching, combing your hair, washing your clothes/bedding. Consider getting a forensic rape exam (rape kit) ASAP. Completing a forensic rape exam does not require you to file a police report. If possible, document any contact with the perpetrator — write down dates, times, and locations and preserve texts, emails, and/or social media postings related to the incident.

## 4 - SEEK MEDICAL CARE

Whether or not you choose to file a police report, go directly to a hospital ER to check for injuries, sexually transmitted infections, and/or pregnancy.

**Doctor's Hospital** (sexual assault crisis facility)  
(956) 523-2000 | 10700 McPherson Rd.

**TAMIU Student Health Services**  
(956) 326-2235 | Student Center 125

## 5 - SEEK COUNSELING

Confidential counseling is available to students and employees via services below. Other resources are listed in this brochure and a comprehensive list is available online on the TAMIU Title IX webpage ([www.tamtu.edu/compliance/Title IX.shtml](http://www.tamtu.edu/compliance/Title IX.shtml)) under RESOURCES.

**TAMIU Student Counseling & Disability Services**  
(956) 326-2230 | Zaffirini Success Center 138

**Employee Assistance Program (EAP)**  
1-888-993-7650

## PROTECTIVE ORDER

A free court order issued to protect you from a person who has been violent or threatens to be violent. The police can arrest a person for violating a Protective Order. A Protective Order mandates a person to:

- ◆ not commit further acts of violence.
- ◆ not hurt you or threaten to hurt you.
- ◆ not harass you directly or indirectly.
- ◆ not contact you or go near you, your children, other family members, your home, where you work, or your children's school.
- ◆ not have a gun or a license to carry a gun.

The police can assist you in filing a Protective Order through the District Attorney's Office (956-523-4900). There is no cost to the victim/survivor for filing.

## IT CAN HAPPEN TO MEN

Sexual violence, sexual assault, rape, domestic violence, dating violence, stalking, etc. can happen to anyone, including men. A man can be victimized by a stranger, family member, or someone he knows/trusts. However, male cases go vastly unreported due to stigma related to sexuality and masculinity and concern over medical procedures and telling others.

As a community, we must work to combat and change these attitudes. Consider telling someone who can help and support you.

## 6 - REPORT THE INCIDENT

Filing a report with police (University, local) is a criminal process. Filing a report through TAMIU is an administrative process. They are separate, independent processes. A victim/survivor is **not required** to file a report with police but is strongly encouraged to do so. In addition to or in lieu of filing a report with police, a victim/survivor can file a report through the TAMIU administrative process (see page 3).

# TAMIU's Administrative Process

With regard to criminal acts of sexual violence, sexual assault, domestic violence, dating violence, and stalking, TAMIU's Title IX administrative process for responding is different and separate from the criminal process followed by police (University or local police).

A victim/survivor is not required to file a report with police but is strongly encouraged to do so. And in addition to or in lieu of filing a report with police, a victim/survivor can file a report with the Title IX Coordinator as indicated below. Regardless of whether or not a victim/survivor files a report with police, TAMIU is responsible for following up on all Title IX reports (sex discrimination, sexual harassment, sexual violence, etc.)

IF ALLEGED OFFENDER IS:	REPORT INCIDENT TO:
<ul style="list-style-type: none"> <li>◆ <b>Non-Faculty Employee</b></li> <li>◆ <b>Third Party</b></li> <li>◆ <b>Student</b></li> <li>◆ <b>Student Athlete</b></li> </ul>	<p><b>Lorissa M. Cortez</b>            Director of Equal Opportunity &amp; Diversity   Title IX Coordinator            956-326-2857   KLM 159B   <a href="mailto:TitleIX@tamui.edu">TitleIX@tamui.edu</a></p>
<ul style="list-style-type: none"> <li>◆ <b>Faculty Member</b></li> </ul>	<p><b>Dr. Kevin Lindberg</b>            Associate Provost   Title IX Deputy Coordinator            956-326-2601   KLM 332B   <a href="mailto:klindberg@tamui.edu">klindberg@tamui.edu</a></p>

## RECOGNIZING ABUSIVE BEHAVIOR

**You may be in an abusive relationship if your partner does EVEN ONE of the following:**

- ◆ Embarrasses you with bad names and put-downs
- ◆ Looks at you or acts in ways that scare you
- ◆ Controls what you do, who you see, who you talk to, or where you go
- ◆ Keeps you from seeing or talking to friends or family
- ◆ Takes your money or Social Security, makes you ask for money, or refuses to give you money
- ◆ Makes all the decisions
- ◆ Tells you that you are a bad parent and/or threatens to take away or hurt your children
- ◆ Acts like the abuse is no big deal, that it's your fault, or even denies doing it
- ◆ Destroys your property or threatens to kill your pets
- ◆ Intimidates you with guns, knives, or other weapons
- ◆ Shoves you, slaps you, hits you, or chokes you
- ◆ Pressures you to perform sex acts, sexually assaults you, or displays sexually harassing behavior
- ◆ Forces you to drop charges
- ◆ Threatens to commit suicide
- ◆ Threatens to kill you

## WHAT HAPPENS AFTER REPORTING?

When a report is filed with the Title IX Coordinator, interim assistance and/or protective measures can be provided (see below) at the victim's/survivor's request or as reasonably available and a trained investigator may be assigned to the case. The investigation and resolution process is prompt, thorough, and impartial for all parties. The standard used to determine the merits of a report is the preponderance of evidence (i.e., more likely than not that misconduct occurred). Both parties are informed in writing of the outcome and may appeal on limited grounds.

## INTERIM ASSISTANCE & PROTECTIVE MEASURES

TAMIU provides both parties and witnesses interim assistance and/or protective measures (such as contact restrictions, alternative work or housing arrangements, academic adjustments, counseling services, police escort) at the victim's/survivor's request or as reasonably necessary. Requests can be made with the Title IX Coordinator or Director of Student Conduct & Community Engagement.

## POSSIBLE SANCTIONS

Pending investigation, appeal, or final resolution, the accused may be temporarily placed on administrative leave, suspended, reassigned, or placed in another temporary status. Depending on student or employee status, final sanctions may include written reprimand, required training or counseling, employment termination, community service, "no contact" order, academic suspension, conduct probation, and expulsion.

## CONFIDENTIALITY & PRIVACY

The confidentiality of information received and the privacy of individuals involved will be limited to those with a reasonable need to know and kept private to the greatest extent possible.

Requests to withhold names (reporter, accused, others affected) or requests not to investigate or seek action will be considered in the context of TAMIU's duty to provide a safe and non-discriminatory work and educational environment. Although such requests may limit TAMIU's ability to respond and provide interim assistance or protective measures, TAMIU will do so to the greatest extent possible.

# Counseling & Other Support Services

You are not alone. A comprehensive list of support services is available online on the TAMIU Title IX webpage ([www.tamiu.edu/compliance/Title IX.shtml](http://www.tamiu.edu/compliance/Title IX.shtml)) under the RESOURCES tab.

## Legal Support

- TAMIU Police Department  
956-326-2100 | KLM 005

**ON  
CAMPUS**

## Medical Services

- TAMIU Student Health Services  
956-326-2235 | STC 125

## Counseling

- TAMIU Student Counseling & Disability Services  
956-326-2230 | ZSC 138 (*confidential counseling*)
- TAMIU Community Counseling Center  
956-326-3120 | CH 205A

## Advocacy & Support

- TAMIU Police Department (*crime victim advocacy*)  
956-326-2100 | KLM 005
- TAMIU Title IX Coordinator  
956-326-2857 | KLM 159B
- TAMIU Student Conduct & Community Engagement  
956-326-2265 | STC 226
- TAMIU Housing & Residence Life  
956-326-1300 | RLC
- TAMIU Financial Aid  
956-326-2225 | ZSC 214

## Legal Support

- Laredo Police Department  
Dial 911
- Laredo Police Department  
Crime Victim Liaison (*Crime Victims Compensation Program*)  
956-795-2939 | 4810 Maher Ave. (LPD Annex)
- District Attorney's Office  
Protective Orders & Domestic Violence Unit  
956-523-4900 | 1110 Victoria St., Suite 401
- Texas Rio Grande Legal Aid (TRLA)  
956-718-4600 | 1-800-369-2741 | 1702 Convent Ave.
- Family Violence Legal Line  
1-800-374-HOPE (4673)
- Sexual Assault Legal Hotline  
1-888-296-SAFE (7233)

**OFF  
CAMPUS**

## Medical Services

- Doctors Hospital (*sexual assault crisis facility*)  
956-523-2000 | 10700 McPherson Rd.

## Counseling

- TAMIU Employee Assistance Program  
1-888-993-7650 (*confidential counseling*)
- SASI (Sexual Assault Services and Information)  
Education Program  
956-724-3177 | 1605 Saldana

## Advocacy & Support

- Casa de Misericordia (*domestic violence shelter / guidance*)  
956-712-9591 | 1-877-782-2722 | 1000 Mier St.
- SCAN (Serving Children & Adolescents in Need)  
956-724-3177 | 1605 Saldana Ave.
- National Domestic Violence Hotline  
1-800-799-SAFE (7233)  
1-800-787-3224 (hearing impaired)
- Texas Abuse Hotline  
1-800-252-5400
- National Suicide Prevention Lifeline  
1-800-273-TALK (8255)

## NORMAL FEELINGS & REACTIONS OF A VICTIM/SURVIVOR

Emotional Shock • Numbness • Anger • Disbelief • Denial •  
Fear • Anxiety • Confusion • Loss of Control • Powerlessness •  
Shame • Embarrassment • Depression • Isolation •  
Self-Blame • Guilt • Sleep Disturbance

No one deserves to be abused. Don't remain silent.

## HELP A FRIEND OR FAMILY MEMBER

Sexual violence, sexual assault, and relationship violence are very real, complex, and disturbing issues. Here is what you can do to help and support a victim/survivor:

- ♦ Show you care. Listen.
- ♦ Never blame them. Tell them you believe them.
- ♦ Do not judge. Remind them they are not responsible—the perpetrator is. Remind them that no one deserves to be abused.
- ♦ Let them know they are not alone. Guide them to campus or community resources.
- ♦ Remind them that their feelings and reactions are natural and normal.
- ♦ Seek guidance for yourself on what more you can do to help. You cannot support someone else if you are not supported yourself.

## NON-CITIZEN VICTIMS OF DOMESTIC VIOLENCE

U.S. law protects individuals in domestic violence situations, including non-citizens, and creates relief for victims so that abusers cannot use the victim's immigration status to prevent them from calling police or seeking safety. Visit [www.uscis.gov](http://www.uscis.gov) for information. Mexican citizens can obtain, information, guidance, and support at the Mexican Consulate in Laredo, 1612 Farragut Street, (956) 723-0990, [consul@srelaredo.org](mailto:consul@srelaredo.org).

International students or employees on visas who are victims and who have questions about their visa status may contact the TAMIU International Engagement Office (ext. 2282) or the Human Resources Office (ext. 2365), respectively.