Sex Discrimination Information & Resources

Sex discrimination includes sexual harassment, sexual assault, rape, stalking, dating violence, domestic violence, harassment based on gender stereotypes, retaliation, harassment or discrimination based on pregnancy or parenting status, and other gender-based discrimination and gender-based harassment defined by Xavier’s Student Handbook (http://www.xavier.edu/handbook/) and Harassment Code & Accountability Procedures (http://www.xavier.edu/titleix/HarassmentCodeandAccountabilityProcedures.pdf).

Sex discrimination can happen to females, males, and individuals who identify as heterosexual, gay, lesbian, bisexual and/or transgender. All forms of sex discrimination are prohibited at Xavier. Students, faculty, and staff can contact the Title IX Coordinator to report sex discrimination or to get more information and resources. The Title IX Coordinator is responsible for overseeing all of Xavier’s Title IX compliance efforts, including promptly investigating all complaints of sex discrimination, coordinating appropriate interim measures, and facilitating Xavier’s complaint resolution processes.

What resources are available?

If you or someone you know has experienced sexual harassment, there are several ways to seek support and information, and to report the incident. In addition to reporting to the Title IX Coordinator, the following resources are also available:

Xavier University Advocacy Services: Trained advocates available 24/7 provide confidential support and advocacy for students. Call the Xavier University Police Department 24-hour line at 513-745-1000 for an advocate. You do not have to make a police report to receive advocacy services.

Local Crisis and Support Provider: Women Helping Women provides crisis intervention and support services for direct and indirect victims (women and men) of sexual assault, intimate partner violence, and stalking. Call the 24-Hour Crisis Line at 513-381-5610, business line at 513-977-5541 or visit www.womenhelpingwomen.org.

Exam by a Sexual Assault Nurse Examiner (SANE) at a Hospital: A SANE is a registered nurse trained to provide comprehensive care to a sexual assault patient and to collect evidence. If you believe that you have been sexually assaulted, it is best to contact a SANE as soon as possible. To best preserve evidence, it is best not to bathe, shower, change clothes, use the bathroom, douche, smoke or brush your teeth after the assault. Even if these actions have been taken, a SANE exam can still be performed and evidence may be present. A SANE nurse is available through Cincinnati’s University Hospital. XUPD will transport or arrange for transport of victims of sexual assault to University Hospital. A police report is not required for this transportation service. An Advocate from Xavier’s Advocate Program can accompany the victim to the hospital and remain there. A SANE exam is free of charge to victims. More information available by calling University Hospital’s SANE Program 24 hours a day at 513-584-4201 or at http://uchealth.com/university-of-cincinnati-medical-center/services/sexual-assault-nurse-examiners.

Xavier University Policies: Reports of sexual harassment are handled under the Student Conduct process in the Xavier Student Handbook when a student is accused. Reports of sexual harassment when an employee is accused are handled under Xavier’s Harassment Code and Accountability Procedures. These processes may be pursued whether or not criminal charges are filed.

Filing a Police Report or Pursuing Criminal Charges: Students may contact XUPD or local city law enforcement to file a police report or to talk with an officer about the possibility of filing a police report. The XUPD 24-hour emergency number is 513-745-1000, the non-emergency number is 513-745-2000. XUPD is located in Flynn Hall. More information at www.xavier.edu/police. Cincinnati Police and Norwood Police also have jurisdiction on and near campus. Both can be contacted in an emergency by dialing 911.

Counseling: Outpatient counseling and psychotherapeutic treatment is available at no charge to Xavier students at McGrath Health & Wellness http://www.xavier.edu/healthwellness/counseling/, 513-745-3022, 1714 Cleaneay Ave., and Xavier Psychological Services www.xavier.edu/psychologicalservices/, 513-745-3531, Sycamore House, 3818 Winding Way. Students and non-students may also choose to seek counseling services from a private provider at their own expense.

Recovery: Xavier supports those striving for recovery after sexual harassment by connecting them with a broad network of recovery information and resources both on and off campus. This may include, but is not limited to, crisis intervention/emergency psychological care; hospital and legal system advocacy; educational groups; workshops; individual and group counseling; peer education; volunteer opportunities; and collaboration with peers, administration, and family. For more information, contact Xavier’s Advocacy Services, the Center for Diversity & Inclusion, McGrath Health & Wellness Center, and/or Psychological Services.
How do I report sexual harassment?
Individuals are encouraged to report sexual harassment incidents they have experienced, witnessed, or know of. Reporting may be confidential* and/or anonymous. Reports can be made to any one or more of the following:

Call 911 immediately for off-campus emergencies.

Xavier University Police Department: 513-745-1000 (emergencies on/near campus) or 513-745-2000 (non-emergencies) – Flynn Hall, 1648 Herald Avenue.

Title IX Coordinator: 513-745-3046 – Gallagher Student Center (GSC) RM 332.

Center for Diversity & Inclusion: 513-745-1029, GSC, Suite 200

Residence Life: 513-745-3203 – Musketeer Mezzanine in Fenwick Place, RM 009D.

Office for Student Integrity: 513-745-3166 – GSC, Suite 300.


*For information regarding Xavier's ability to maintain confidentiality, see Section 1.6.3.3 of the Student Handbook or discuss confidentiality with the person to whom you are reporting before providing any details.

For more information, see Section 1.6.3.1 of the Student Handbook and Section 4.3.1 of the HCAP.

Advocacy & Support Services
Xavier Advocacy Services: 24/7 at 513-745-1000

Women Helping Women: 24/7 at 513-381-5610

What can Xavier do to protect members of the Xavier Community?
Pending resolution of a matter and in certain other circumstances, Xavier may take “interim measures” if there is a significant conduct and/or health and safety concerns that require immediate intervention to preserve and support the general welfare and/or academic or employment experience of one or more members of the Xavier community:

No Contact Order: A No Contact Order can be issued to prevent a person from contacting another person.

Escorts: Arrangements may be made so that an individual has an escort (e.g. a friend, a police officer, or another individual) at particular times (e.g., to/from a particular class or activity, to/from his or her vehicle to be able to go to work off campus).

Added Police Presence: XUPD presence may be increased in a particular area or over the entire campus.

Making Adjustments to On-Campus Living Arrangements: Adjustments may be made to a student’s on-campus living arrangements, if space allows.

Making Adjustments to Class Schedules or Xavier Activities: Adjustments can be made to a student’s class schedule and/or his or her participation in a Xavier activity.

Separation from Xavier: A student or employee who allegedly committed an act of sex discrimination may be separated from Xavier, including removal from all housing, classes and activities, and employment, pending the resolution of a conduct matter.

Other Interim Measures: Other interim measures may be taken if deemed appropriate by the Title IX Coordinator and Director for Student Integrity, based on the facts and circumstances of a particular situation.