



**THE GEORGE
WASHINGTON
UNIVERSITY**
WASHINGTON, DC

Responsible University Officials: Vice Provost for Diversity and Inclusion; Vice President for Human Resources
Responsible Offices: Provost and Executive Vice President for Academic Affairs; Executive Vice President and Treasurer
Last Amended Date: September 30, 2014

THREATS AND ACTS OF VIOLENCE POLICY

Policy Statement

The university prohibits all threats and acts of violence on its campuses and other property and in connection with its programs and activities. Any university student or member of the faculty or staff who violates this policy will be subject to disciplinary action up to and including expulsion or termination.

Reason for Policy

The George Washington University strives to maintain a positive climate for study and work in which individuals may pursue their academic goals and perform their employment duties in an atmosphere free from coercion, intimidation, and violence. This policy informs members of the GW community that certain conduct is inconsistent with this goal and is prohibited.

Who Needs to Know This Policy

Faculty, staff, students, visitors to GW campuses, and participants in university programs and activities, both on campus and in other locations.

Table of Contents

Page

Policy Statement	1
Reason for Policy	1
Who Needs to Know This Policy.....	1
Table of Contents	1
Policy/Procedures	2
Website Address	9
Contacts.....	9
Related Information	9
Who Approved This Policy	9
History/Revision Dates	9

Policy/Procedures

Respectful treatment of others is essential to an environment in which members of the university community can achieve their academic and professional potential. Violence and threats by any student, faculty or staff member, visitor or guest disrupts this environment and may pose a threat to public safety.

Members of the university community who believe their safety or the safety of others is threatened by any acts of violence or threats should immediately call the George Washington University Police Department (“GWPD”) at (202) 994-6111, or call 911 to reach local law enforcement.

The university will respond promptly to reports of violence and threats and reserves the right to take immediate action to protect members of its community. Following initial response by GWPD, the university will assess the situation, provide support to affected individuals and offices, and implement disciplinary or corrective measures as needed. Persons found to be responsible for violence or threats may be removed from university property, programs or activities, barred from campus indefinitely, and suffer discipline up to and including expulsion or termination. Persons who engage or have engaged in acts of violence or threats may also be subject to arrest and prosecution.

This policy prohibits all violence and threats on GW campuses and other university property, and in connection with all university programs and activities. The university also has a policy specifically addressing violence of a sexual nature, the Sexual Harassment and Sexual Violence Policy and Procedures, <http://my.gwu.edu/files/policies/SexualHarassmentFINAL.pdf> (“SHSVPP”). Further information about the SHSVPP is available from the university’s Title IX Coordinator, (202) 994-7440, diverse@gwu.edu.

Definitions

The following definitions apply with respect to this policy:

Violence is the use of physical force with intent, effect, or reasonable likelihood of causing pain, harm, injury or damage to any person or property. The term “violence” includes, without limitation, “domestic violence,” “dating violence,” and “sexual assault.”

Threats are words or actions intended, causing, or reasonably likely to cause pain, harm, injury or damage to any person or property. The term “threats” includes, without limitation, “stalking.”

Domestic Violence is a felony or misdemeanor crime of violence committed by:

- (1) A current or former spouse or intimate partner of the reporting party;
- (2) A person with whom the reporting party shares a child in common;
- (3) A person who is cohabitating with, or has cohabitated with, the reporting party as a spouse or intimate partner;

(4) A person similarly situated to a spouse of the reporting party under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or

(5) Any other person against an adult or youth 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, which under District of Columbia law includes roommates.

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. For this purpose:

(1) The existence of such a relationship shall 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.

(2) For the purpose of this definition—

- a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- b. Dating violence does not include acts covered under the definition of domestic violence.

Stalking is:

(1) 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.

(2) 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. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- c. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

Sexual Assault is any physical sexual act against any person, including any sexual abuse, assault, battery, invasion or penetration (including but not limited to sexual intercourse), against that person's will, or without that person's consent, or when that person is incapable of giving consent due to his or her age, family relation to the other person, intellectual or other disability, or use of alcohol or other drugs. Whether conduct is sexual assault does not depend on the biological gender of the victim or the assailant.

“*Consent*” requires words or actions indicating a freely given agreement to have sexual intercourse or engage in other sexual activities. The lack of verbal or physical resistance does not by itself constitute consent.

Reporting Violence and Threats

Members of the university community who are are subjected to violence and/or threats should report the incident(s) to GWPD. Upon request by the individual reporting the incident, the university will allow the report to be made “anonymously,” meaning, without including the name of that individual.

To report an act of violence that is in progress or threatened:

If the act of violence is occurring or imminent on GW’s Foggy Bottom or Mount Vernon campuses, or on any GW-controlled property in the District of Columbia, call GWPD at (202) 994-6111 or call the Metropolitan Police Department at 911.

If the act of violence is in progress or imminent on any GW campus or property in Virginia or Maryland, dial 911 to reach the local law enforcement agency where the campus or property is located.

To report an act of violence that has ended or a threat that is not imminent, call GWPD at (202) 994-6110. In the District of Columbia calls may also be made to the Metropolitan Police Department non-emergency line at 311.

Faculty and Staff should report the incident to their supervisors, or contact University Human Resources at (202) 994-8500, or the GW’s Equal Employment Opportunity Office at (202) 994-9656. Reports may also be made to the university’s Regulatory Compliance Help and Referral Line at (888) 508-5275 (available 24 hours/7 days), or the Compliance and Privacy Office at (202) 994-3386 or comply@gwu.edu.

Incidents involving violence and/or threats may be criminal in nature, and members of the university community who believe they have experienced either may, if they wish, file reports with local law enforcement authorities. If a member of the university community wishes to notify one or more law enforcement authorities about an act of violence or threat, he or she may obtain assistance from GWPD.

Victims of violence and/or threats may also decline to notify law enforcement authorities if they so choose.

Regardless of whether a report is filed with local law enforcement, individuals should preserve all evidence that could be relevant to any criminal charges that may be brought or that might be needed to obtain a protection order. Individuals who have been subjected to sexual assault in particular are encouraged to obtain a physical examination by a Sexual Assault Nurse Examiner (“SANE”). In the District of Columbia, a SANE exam may be obtained at the Washington Hospital Center (“WHC”), (202) 877-7000, and students at GW’s Foggy Bottom and Mount Vernon campuses may contact GWPD at (202) 994-6111 for assistance in obtaining transportation to WHC. In Northern Virginia, a SANE exam may be obtained at INOVA Fairfax Hospital, (703) 776-3199. In Montgomery County, Maryland, a SANE exam may be obtained at Shady Grove

Adventist Hospital, (240) 826-6000. In Hampton Roads, Virginia, a SANE exam may be obtained at Sentara Norfolk General Hospital, (757) 388-2443. Before obtaining a SANE examination, individuals should avoid showering, washing, changing clothes, combing hair, drinking, eating or altering their physical appearance. Even if a SANE exam is not sought, all victims of violence should consider obtaining medical attention so that any issues relating to possible injury or disease from the incident may be addressed. GW students may obtain medical attention from the Student Health Service, (202) 994-6827.

Members of the university community who believe they have been victims of violence and/or threats may apply for civil protection orders from the applicable local court. Information about protection orders and other steps that can be taken in such cases is available from GWPD.

When the university has reason to believe that criminal conduct may have occurred or that action is necessary to protect the health or safety of any individual or to comply with applicable law, the university may refer the matter to appropriate authorities.

The university may also take interim action while incidents involving allegations of violence and/or threats are investigated and resolved, as appropriate. Interim action may be taken regardless of whether an individual chooses to report an incident to campus police or local law enforcement, and may include interim suspension, removal from university housing, “no contact orders,” and/or changing academic, living, transportation or working arrangements for one or more parties. Further information about potential interim actions is available from the university’s Title IX Coordinator, (202) 994-7440, diverse@gwu.edu, Division of Student Affairs, (202) 994-6710, students@gwu.edu, and the GW Equal Employment Opportunity Office, (202) 994-9656.

Assistance for Victims of Sexual Assault, Domestic Violence and Dating Violence

Members of the university community may obtain guidance regarding incidents involving sexual assault, domestic violence and/or dating violence by contacting GW’s Sexual Assault Response Consultative (“SARC”) Team. SARC Team members are not professional counselors, but they can identify sources of medical, legal, counseling, and academic assistance and explain reporting options both at the university and externally (such as filing a police report). They can be reached 7 days a week, 24 hours a day, at (202) 994-7222. More information about the SARC Team is available at <http://gwired.gwu.edu/sarcteam>.

Students may obtain confidential counseling regarding incidents involving sexual assault, domestic violence and/or dating violence from the University Counseling Center (“UCC”). UCC counselors can be reached 7 days a week, 24 hours a day, at (202) 994-5300, option 3. UCC counselors are licensed professionals, and their communications with individuals they counsel are protected from disclosure under the law.

Members of the university community may obtain further information about resources relating to sexual assault, domestic violence and dating violence from the university’s Title IX Coordinator, (202) 994-7440, diverse@gwu.edu; the Division of Student Affairs, (202) 994-6710, students@gwu.edu; and the university’s HAVEN website, <http://haven.gwu.edu>, a centralized location for information and resources relating to

power-based violence, including sexual violence, dating and intimate partner violence, and hate/bias incidents.

The university will provide victims with written notice about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services, as well as options and available assistance for changing academic, living, transportation and working situations, if requested, if reasonably available, and regardless of whether reports are made to GWPD or local law enforcement.

Assistance and information relating to incidents involving sexual assault, domestic violence and dating violence may be obtained from these organizations not affiliated with the university:

The DC Rape Crisis Center, (202) 232-0789, (202) 333-RAPE (hotline), <http://dcrapecrisiscenter.org> (District of Columbia)

The Lighthouse Center for Healing, (202) 742-1720, <http://lighthousedc.org> (District of Columbia)

Network for Victim Recovery of DC, (202) 742-1720, www.nvrdc.org (District of Columbia)

Sexual Assault Response and Awareness, (703) 683-7273 (hotline), www.alexandria.gov/women/ (Alexandria, VA)

Doorways for Women and Families, (703) 237-0881, www.doorwaysva.org (Arlington, VA)

Loudoun Abused Women's Shelter, (703) 777-6552, www.lcsj.org (Loudoun County, VA)

H.E.R. Shelter for Domestic Violence, (757) 485-3384 (hotline), <http://www.hershelter.com> (Portsmouth, VA)

Victim Assistance and Sexual Assault Program, (240) 777-1355, (240) 777-4357 (hotline), vasap@montgomerycountymd.gov (Montgomery County, MD)

Assistance for Individuals Subjected to Threats and Other Forms of Violence

Individuals who are confronted with threats, including stalking, and other forms of violence are encouraged to discuss the matter with the appropriate university office:

Students should contact the Division of Student Affairs,
(202) 994-6710, students@gwu.edu.

Faculty should contact Faculty Recruitment & Personnel Relations,
(202) 994-6783, frpr@gwu.edu.

Staff should contact University Human Resources at (202) 994-8500, or GW's Equal Employment Opportunity Office at (202) 994-9656.

University Procedures to Address Incidents

The university has established specific procedures to address incidents involving sexual assault, which will also be used to address incidents involving domestic violence, dating violence and stalking. These procedures involve consultation, administrative review and formal hearing, and will be conducted in a prompt, fair and impartial manner by individuals who are trained for these tasks and understand the difficult and sensitive issues involved.

I. Consultation

A member of the university community may request a consultation regarding an incident involving sexual assault, domestic violence, dating violence and/or stalking by contacting the Assistant Title IX Coordinator for Prevention and Response, (202) 994-7440, diverse@gwu.edu. The consultation will be conducted in the manner described for matters involving alleged sexual harassment, as set forth in Appendix A to the SHSVPP. During the consultation, the individual will be provided with a copy of this policy and/or the SHSVPP, have an opportunity to ask questions, and obtain information about reporting incidents, filing criminal charges, obtaining interim relief, seeking disciplinary action, and obtaining counseling, victim advocacy, legal assistance, health and mental health assistance and other services on campus and in the community.

II. Administrative Review

Any member of the university community who believes that he or she has been subjected to sexual assault, domestic violence, dating violence and/or stalking by a GW employee, student or third party in connection with any university program or activity, whether on campus or off campus, may file a complaint against that person. Every complaint will be carefully investigated, pursuant to the procedures set forth in Appendix B to the SHSVPP, and an effort will be made to resolve it informally.

Complaints by students alleging sexual assault, domestic violence, dating violence and/or stalking by other students must be filed with the GW Office of Student Rights and Responsibilities (“SRR”), 2129 I Street, NW, Washington, DC 20052, (202) 994-6758, rights@gwu.edu. All other complaints alleging sexual assault, domestic violence, dating violence and/or stalking must be filed with the Title IX Coordinator, 2121 I Street, NW, Suite 813, Washington, DC 20052, (202) 994-2657, diverse@gwu.edu. The person making the complaint (the “Complainant”) and the person(s) accused in the complaint (the “Respondent(s)”) will be provided with similar and timely opportunities to identify witnesses and provide evidence relevant to the complaint, and may be accompanied by an advisor of their choice in any meetings or proceedings they attend relating to it.

III. Formal Hearing

If the matter is not resolved through administrative review, a formal hearing may be initiated against the Respondent. When both the Complainant and the Respondent are students, and if the SRR charges the Respondent with violating the “Code of Student Conduct” (the “Code”), disciplinary proceedings will be commenced according to the procedures outlined in the Code and in Section 1 of Appendix C to the SHSVPP. In all

other cases the procedures set forth in Section 2 of Appendix C to the SHSVPP will govern the hearing procedure. In all cases the parties will have the same opportunities to have an advisor present, receive simultaneous written notice of the results, and have an opportunity to appeal the outcome.

In all cases in which the underlying conduct is alleged to have been sexual assault, domestic violence, dating violence and/or stalking, the standard of proof will be preponderance of the evidence.

Sanctions Applicable to Violence and Threats

The university may impose sanctions on persons who violate this policy. Sanctions may range from reprimand or probation to dismissal, suspension or expulsion. Individuals found in violation may also be barred from entering any university campus or other property and from participating in any university programs or activities. The university may impose protective measures following a finding of violation, including without limitation no contact orders and changes in housing, academic, transportation or work arrangements.

The following university publications provide further information regarding applicable procedures and sanctions:

In the case of students, the [Code of Student Conduct](#).

In the case of faculty, the [Faculty Code](#).

In the case of staff, provisions of the [Employee Handbook](#), and any superseding provisions of an applicable collective bargaining agreement.

Confidentiality

In cases involving allegations of sexual assault, domestic violence, dating violence and/or stalking, Complainants may request that their names be kept confidential during an initial consultation or the university's investigation. The Title IX Coordinator will decide whether to accommodate such requests, but will inform the Complainant that doing so will not be possible, if, in the judgment of the Title IX Coordinator, and under the particular circumstances involved, it would prevent the university from providing a safe and nondiscriminatory environment for the Complainant and other members of the campus community. In such cases the Title IX Coordinator will notify the Complainant before disclosing his or her name to the Respondent or other persons. Complainants may renew requests for confidentiality during formal hearing on their complaints, but in such cases they will be told that the university's ability to proceed with hearings may be limited as a result.

If an individual requests confidentiality, and the Title IX Coordinator is not able to accommodate that request, and thereafter that individual asks the university to inform the accused person that he or she asked the university not to investigate or seek discipline, the university will honor this request and inform the accused person that the decision to go forward was made by the university itself.

Website Address

[GW University Policies](#)

Contacts

George Washington University Police Department Suite B148 Rome Hall 801 22nd Street, NW Washington, D.C. 20052	(202) 994-6111 <i>[Emergency line]</i>	gwpd@gwu.edu
Title IX Coordinator Vice Provost for Diversity and Inclusion Rice Hall, Suite 813 2121 Eye Street, NW Washington, D.C. 20052	(202) 994-6110 <i>[Nonemergency line]</i>	diverse@gwu.edu
Vice President for Human Resources Rice Hall, Suite 101 2121 Eye Street, NW Washington, D.C. 20052	(202) 994-9610	sellis@gwu.edu

Related Information

[Sexual Harassment and Sexual Violence Policy and Procedures](#)
[Code of Student Conduct](#)
[Faculty Code](#)
[Employee Handbook](#)

Who Approved This Policy

Louis Katz, Executive Vice President and Treasurer
Steven Lerman, Provost and Executive Vice President for Academic Affairs
Beth Nolan, Senior Vice President and General Counsel

History/Revision Dates

Origination Date:	Not Available
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