



accordance with the Code of Student Responsibility (for students) and/or disciplinary procedures pursuant to applicable collective bargaining agreements and applicable policies and procedures (for employees).

Retaliation against an employee, student or any witness who reports discrimination and/or participates in any University investigation is unlawful and prohibited. Retaliation is also unlawful and prohibited against any individual who files a sexual misconduct complaint or participates in a complaint investigation in any manner. Any substantiated act of retaliation may result in sanctions or other disciplinary action as covered by University policy (including the Code of Student Responsibility) and/or the disciplinary procedures pursuant to the applicable collective bargaining agreements and applicable policies and procedures.

Title IX Coordinator: the University has designated a Title IX Coordinator who oversees the University's overall Title IX compliance efforts, which includes, but is not limited to: investigating/responding to Title IX reports, inquiries and complaints, identifying and addressing patterns or systemic problems, ensuring appropriate policies and procedures are in place, and conducting appropriate trainings for students and employees.

- o Stony Brook West Campus and HSC: (631) 632-6140
  - o Long Island State Veterans Home: (631) 444-8617
- Submitting an Electronic Reporting Form (this is not anonymous): [www.stonybrook.edu/reportit](http://www.stonybrook.edu/reportit)
- Submitting an OEA Complaint Intake form (see Complaint Procedure for Allegations of Discrimination): [www.stonybrook.edu/reportit](http://www.stonybrook.edu/reportit)

Reports made via the resources listed above cannot be guaranteed confidentiality, but privacy will be maintained to the greatest extent possible. Information reported to a non-confidential resource will be provided to the Title IX Coordinator.

Reports made to the following resources will be kept confidential and individually identifiable information will not be reported to the Title IX Coordinator. Confidential reports may be made to the Stony Brook resources listed below:

\_\_\_\_\_ : Stony Brook Union, Suite 108, Stony Brook, NY 11794, telephone: (631) 457-9981 (mobile); (631) 632-1091 (office)

\_\_\_\_\_ : Student Health Center, Second Floor, 1 Stadium Road, Stony Brook, NY 11794, telephone: (631) 632-6720

\_\_\_\_\_ : Student Health Center, 1 Stadium Road, Stony Brook, NY 11794, telephone: (631) 632-6740

\_\_\_\_\_ : Stony Brook Union, Suite 108, Stony Brook, NY 11794, telephone: (631) 632-2748

\_\_\_\_\_ : Stony Brook Union, Lower Level L10, telephone: (631) 632-6565

\_\_\_\_\_ : telephone: (631) 360-3606

\_\_\_\_\_ : Center at Stony Brook University Hospital, telephone: (631) 632-6740

Coordinator any and all information they receive about an incident of sexual misconduct, including:

- Names of individuals involved or present
- Date
- Time
- Location

Responsible Employees are not confidential resources. Before an individual reveals information they may wish to keep confidential, a Responsible Employee will make every effort to ensure that the reporting individual understands:

- The Responsible Employee's obligation to report to the Title IX Coordinator
- The reporting individual's option to request that the University

Employees in the break room tell sexually explicit jokes regularly making the other employees uncomfortable.

A faculty/instructor offers to give a student/intern an improved grade in exchange for sex.

An overtly flirtatious supervisor gives year-end bonuses only to employees who flirt back.

An employee's overtime hours are reduced after that employee rebuffs the sexual advances of the Director.

A co-worker leaves sexually charged material around their workstation that offends other employees.

Discrimination on the basis of sex, gender and/or gender identity includes, but is not limited to: discriminatory harassment and sexual harassment, non-consensual sexual contact, sexual violence or assault, domestic violence, dating violence and stalking.

Sexual Harassment is: unwelcome sexual advances, unwelcome requests for sexual favors, or requests for sexual favors in exchange for some benefit and/or unwelcome verbal, physical or communicative (verbal, non-verbal and electronic) conduct of an abusive sexual nature which interferes with an individual's work or academic performance, or creates an intimidating, hostile, or offensive work or academic environment. Sexual violence is a form of sexual harassment. Sexual harassment is a form of sexual discrimination. Sexual harassment occurs when:

- o Submission to such conduct is made either explicitly or implicitly a term of or condition of any individual's employment or education; or
- o Submission to or rejection of such behavior by an individual is used as the basis for employment or educational decisions affecting the individual; or
- o A behavior is sufficiently severe or pervasive to interfere with any individual's work or educational performance, or create an intimidating, hostile, or offensive work or educational environment. Such prohibited conduct includes, but is not limited to, unwelcome sexual communication, touching, and non-consensual sexual contact, including but not limited to sexual touching, intercourse, and violence. Examples of sexual harassment include, but are not limited to:

Comments

Derogatory statements or other verbal abuse

Exploitation

Graphic or sexually suggestive comments about an individual's attire or body  
Graphic or sexually suggestive gestures  
Exposing one's genitals  
Inquiries or discussions about sexual activities  
Profanities  
Sexually suggestive letters or other written materials  
Slurs  
Teasing  
Touching

Responsible Employee: any employee who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other misconduct to the Title IX Coordinator or other appropriate school designee; or whom a community member could reasonably believe has this authority or duty.

The following employees have reporting obligations and must report any incident of sexual misconduct they become aware of to the Title IX Coordinator:

- Senior Administrators (Directors and above and in the hospital, Nurse Managers and above)
- Chairs of Academic Department
- Supervisors
- Ombudsmen
- Quad Directors
- Residence Hall Directors
- Athletics Coaching Staff
- University Recognized Sport Club Coaches
- Deputy Title IX Coordinators (outlined below)
- Academic Faculty Members
- Professional Staff In:
  - Academic Advisement
  - Career Services
  - Continuing Education
  - Financial Aid
  - Instructional Support
  - Athletics

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Nurse Managers and above. This policy applies to Stony Brook University, Stony Brook Hospital and the Long Island State Veterans Home.

Deputy Title IX Coordinators: serve as University-wide points of contact for those seeking information or wanting to report sexual harassment, misconduct or violence. Their role is to inform complainants of their rights and options. The deputies communicate all Title IX related information to the Title IX Coordinator. The deputies do not investigate, adjudicate or sanction (unless that function is within their normal job duties and/or responsibilities). The University's Deputy Title IX Coordinators are listed on the Title IX website (provided below).

Survivor Advocate & Prevention Specialist: provides confidential support and resource options to students, faculty and staff who experience sexual or interpersonal violence and assists complainants who choose to report.

Additional information about this policy is available here:

201 Administration Building  
Stony Brook, NY 11794  
(631) 632-6280  
[oea@stonybrook.edu](mailto:oea@stonybrook.edu)  
[www.stonybrook.edu/oea](http://www.stonybrook.edu/oea)

Title IX/ADA Coordinator  
201 Administration Building  
Stony Brook, NY 11794  
(631) 632-6280  
[TitleIX@stonybrook.edu](mailto:TitleIX@stonybrook.edu)

291A Administration Building  
Stony Brook, NY 11794  
(631) 632-6140

HSC Level 3, Room 040  
Stony Brook, NY 11794  
(631) 444-3780

100 Patriots Road  
Stony Brook, NY 11790  
(631) 444-8617

Stony Brook Union, Suite 209  
Stony Brook, NY 11794  
(631) 632-6705

<https://www.stonybrook.edu/commcms/studentaffairs/sccs/>

Many federal and state agencies and localities enforce laws protecting individuals from sexual harassment and discrimination, and may offer external forums for adjudicating complaints. Contact information for several federal and state agencies is included in the Complaint Procedure for Allegations of Discrimination (available below).