




**MEMORANDUM**

**TO:** All NC State University Students, Faculty and Staff

**FROM:** W. Randolph Woodson, Chancellor 

**SUBJECT:** Addressing Sexual Harassment, Sexual Assault and Interpersonal Violence at NC State

**DATE:** September 13, 2021

NC State University seeks to provide a safe and welcoming environment where all students and employees may succeed. Creating such an environment is the responsibility of every member of the campus community. NC State takes very seriously the expectation to have a campus free of all forms of sexual harassment, sexual misconduct, and interpersonal violence. This type of conduct threatens individuals' ability to pursue or fulfill their educational or career goals. As Chancellor, I assure you that NC State will not tolerate these offenses by any member of the campus community.

NC State's policies on Title IX Sexual Harassment ([POL 04.25.07](#)), Equal Opportunity, Non-Discrimination and Affirmative Action ([POL 04.25.05](#)), the Code of Student Conduct ([POL 11.35.01](#)) and the regulation on Campus/Workplace Violence Prevention and Management ([REG 04.05.02](#)) identify what conduct constitutes sexual harassment, sexual misconduct, interpersonal violence (dating violence, domestic violence, and stalking), and other forms of violent behavior that are prohibited at NC State.

Where an individual is found responsible for violating one of these policies, disciplinary action will be pursued in accordance with applicable student or employee disciplinary procedures. The University may also implement interim corrective measures, including emergency removal or interim suspension for students who pose a risk to the physical health or safety of the NC State community. Employees alleged to be in violation of one of these policies may be placed on administrative leave or subjected to other interim corrective measures of a non-disciplinary nature until an investigation into their conduct is concluded. Possible sanctions for being found responsible for sexual harassment, sexual misconduct, or interpersonal violence include expulsion (students) or dismissal (employees), as well as potential criminal prosecution.

I fully recognize that reporting such incidents is a deeply personal decision; we support those in these circumstances to do what is right for them. It is my hope that survivors/victims of any such conduct will have confidence in our duty and desire to respond to such incidents and that they will promptly report these acts to any university reporting officials, including the Office for Institutional Equity and Diversity (OIED) or Campus Police. In addition to responding to the incident, the university is also able to provide supportive measures to impacted persons in order to help them to continue their studies or employment.

NC State can strive to better address the safety of our campus when we are aware of what is happening. Therefore, certain university officials, who by virtue of their positions have significant responsibility for student and campus activities and are identified as [Title IX Designated Officials, Responsible Employees,](#)

and/or [Campus Security Authorities](#), are required to report to the Office for Institutional Equity and Diversity and/or University Police when they are notified of incidents of sexual harassment, sexual misconduct, or interpersonal violence. These reports can be made while protecting the victims' identities and preserving their right to pursue any further action.

Regardless of whether victims pursue criminal prosecution, they can still seek support and remedies through the University. Any person may report sexual harassment, sexual misconduct, or interpersonal violence to the [Title IX Coordinator](#) within the Office for Institutional Equity and Diversity (919-513-0574) or online at <https://diversity.ncsu.edu/report-a-concern/>, to [Employee Relations](#), or to the [Office of Student Conduct](#). The OIED is responsible for the prompt, fair, and impartial investigation of such matters. University investigators are trained to investigate in a manner that supports individual and community safety and promotes accountability.

Regardless of one's decision to report an incident, individuals may utilize campus resources and/or contact an advocate at the Sexual Assault Helpline by calling 919-515-4444. Available 24 hours a day and 365 days a year, the Helpline provides on-call services, including crisis intervention, support, resources and referrals to survivors of sexual assault and interpersonal violence -- particularly those in the campus community.

As Chancellor, I encourage any member of the NC State University community—staff, faculty, and students—who needs support services, wants to report an incident, or has questions regarding sexual harassment, sexual misconduct, stalking, interpersonal violence, workplace harassment or workplace violence, to please contact the resources listed in this memorandum. They are equipped with trained professionals to provide support and assistance to you.

Thank you for doing your part in creating and ensuring that the university community is one that respects one another, values safety and security of each of its members, and holds ourselves to the highest levels of integrity.

The following is a list of resources designed to address instances and/or concerns of sexual harassment, sexual misconduct, interpersonal violence, and/or workplace violence.

## **CAMPUS RESOURCES**

### **Confidential Resources**

- **Counseling Center (919) 515-2423**  
Confidential counseling services; on call 24/7/365 by calling 919-515-2423, University Police, or walking in during normal business hours.
- **Student Health Center (919) 515-7017**  
Comprehensive health care and emotional support for students who have experienced sexual assault or interpersonal violence and referral to a local medical facility for collection of evidence, if desired.
- **Student Legal Services (919) 515-7091**  
Provides free education, advice, referrals and limited representation to students.
- **Student Ombuds Services (919) 513-0235**  
Assists students in resolving problems related to their university working, learning, or living experience.
- **Faculty & Staff Ombuds Office (919) 515-7685**  
Assists faculty in resolving problems related to their university work experiences and understanding university policies and procedures.

- **Faculty and Staff Assistance Program 866-467-0467 or 800-697-0353**  
A 24-hour confidential counseling resource that is provided at no charge to employees and their dependents.

### **Additional Campus Resources**

- **University Police 911**  
Responds to all reported interpersonal violence and provides assistance during the legal process.
- **Title IX Coordinator (919) 515-3148**  
Sheri Schwab is NC State's Title IX Coordinator, who is charged with overseeing the university's compliance with Title IX.
- **Sexual Assault Helpline (919) 515-4444**  
A 24-hour confidential crisis intervention and support line for survivors of rape, sexual assault, and relationship violence in the NC State community.
- **Equal Opportunity and Equity unit (EOE) of the Office for Institutional Equity & Diversity (OIED) (919) 515-3148**  
Investigates complaints of discrimination, harassment, and retaliation and provides resources, information and educational opportunities to students and employees with concerns regarding sexual harassment and Title IX compliance, including sex discrimination, sexual harassment, sexual misconduct, domestic violence, dating violence and stalking. Manages the University's compliance with Title IX.
- **Office of Student Conduct (919) 515-2963**  
Conducts disciplinary procedures for violations of the Code of Student Conduct allegedly perpetrated by students, including sexual misconduct and interpersonal violence.
- **Violence Prevention and Threat Management (919) 513-4224**  
Ensures the university community is aware of how to identify and share concerns regarding students, staff and faculty, facilitates the university's Behavior Assessment Teams, and ensures that effective intervention and management is provided in situations that pose or may pose a threat of harm to others or to the safety or well-being of the university community.
- **Women's Center (919) 515-2012**  
Provides advocacy and support for students who have experienced sexual assault, sexual harassment and/or interpersonal violence. These advocates answer questions about processes and procedures, help survivors access medical care, report the incident to University Police or OIED, provide assistance with securing accommodations for such students, and provide referrals to other resources on and off campus. In partnership with the NC State Counseling Center, the Women's Center responds to needs identified through the Sexual Assault Help Line. The Women's Center also offers a course on interpersonal violence and provides a variety of educational programs.
- **GLBT Center (919) 513-9742**  
Provides assistance and referrals to members of the gay, lesbian, bisexual and transgender communities.
- **Student Behavioral Case Manager (919) 515-2963**  
Provides support to students who are exhibiting concerning or worrisome behaviors and that need additional attention in order to ensure they are safe and continue to be successful at NC State.

- **Employee Relations, Human Resources (919) 515-6575**  
Provides assistance, resources, information and educational opportunities to faculty and staff with regard to complaints or concerns of workplace violence, relationship violence, and/or non-discriminatory workplace harassment.
- **Office of Scholarships and Financial Aid (919) 515-2421**  
Provides assistance, information and advice on financial aid, scholarships, and loan repayment.
- **Office of International Services (919) 515-2961**  
Provides assistance, information and advice on immigration and visa issues related to students' academic studies or work experiences.
- **Cashier's Office (919) 515-2986**  
Provides assistance and information on payment options, refunds, and billing to students.
- **Multicultural Student Affairs (919) 515-3835**  
Provides assistance and referrals for multicultural students at NC State with an emphasis on students who self-identify as African American, Native American, and Hispanic/Latino.
- **African American Cultural Center (919) 515-5210**  
Provides assistance and referrals for students at NC State with an emphasis on students who are African American.

#### **OFF-CAMPUS RESOURCES**

- **Interact of Wake County (919) 828-3005**  
Rape crisis intervention, including forensic exams and post-rape care, community education and shelter for women who have experienced sexual or relationship violence.
- **Wake County District Attorney Victim Services Program (919) 792-5000**  
A Wake County program designed to ensure that victims receive information, assistance, and support as their cases progress through the criminal justice system. The program can provide information to individuals pertaining to their court cases, serving as liaison between the victim and the prosecutor, and keep individuals notified of all court proceedings.
- **WakeMed Sexual Assault Forensic Exam (SAFE) Center/Solace Center (919) 828-3067**  
The SAFE Center is a victim-sensitive program designed to coordinate community resources to provide a team approach for survivors of sexual assault. The team consists of certified nurse examiners to provide the examination and medical support; law enforcement officers to conduct an investigation and provide emergency assistance; victim advocates to provide emotional support; and attorneys to sensitively handle the prosecution of sexual assault cases.