




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 20, 2022

NC State University seeks to provide a safe, inclusive, equitable and welcoming environment where all students and employees may succeed in their educational and employment endeavors. Creating such an environment is the responsibility not just of some, but of every member of the university community.

In line with this, 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 types of offenses by any member of the university community.

We have several policies, resources and trainings regarding identifying and preventing these behaviors. 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](#)) describe what conduct constitutes sexual harassment, sexual misconduct, interpersonal violence (dating violence, domestic violence, and stalking), and other forms of similar behavior that are prohibited at NC State. These policies also state how and to which offices these behaviors may be reported.

Where a member of our community is found responsible for violating one of these policies, disciplinary action will be pursued in accordance with applicable student or employee disciplinary procedures. Further, the University may also implement interim corrective measures, which may include 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 is concluded. The university works to conduct a fair process for all parties. Respondents are considered not responsible until proven responsible through a university proceeding. Possible sanctions for being found responsible for sexual harassment, sexual misconduct, or interpersonal violence include expulsion for students or dismissal for employees.

Any person may report sexual harassment, sexual misconduct, or interpersonal violence to the [Title IX Coordinator](#) within the Office for Institutional Equity and Diversity (OIED) (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.

NC State can strive to better address such conduct when we are aware of what is happening. At the same time, we know that reporting such incidents is a deeply personal decision. It is my hope that survivors/victims of any such conduct will have confidence in our duty and desire to respond quickly and thoroughly to incidents and that they will promptly report these acts to university officials, including those in OIED or University Police. In addition to responding to the incident, reporting facilitates our ability to provide supportive measures to both complainants and respondents in order to help them continue their studies or employment.

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 OIED 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. In addition, there are resources available that will maintain complete confidentiality; those resources are listed below.

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 to members of the NC State community, the Helpline provides on-call services, including crisis intervention, support, resources and referrals to services for survivors of sexual assault and interpersonal violence.

As Chancellor, I encourage any member of the NC State community 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 below. They are equipped with trained professionals to provide support and assistance to you.

Thank you for doing your part in 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.

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.
- **Campus Health (919) 515-2563**
Confidential 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**
Confidential resource. Provides free legal education, advice, referrals and limited representation to students.
- **Student Ombuds Services (919) 513-0235**
Confidential free resource that assists students in resolving problems related to their university working, learning, or living experience.
- **Faculty & Staff Ombuds Office (919) 515-7685**
Confidential free resource that assists faculty and staff 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.

Campus Resources

- **Title IX Coordinator (919) 515-3148**
Sheri Schwab is NC State's Title IX Coordinator and is charged with overseeing the university's compliance with Title IX, which prohibits discrimination on the basis of sex, including sexual harassment.
- **Equal Opportunity and Equity unit (EOE) (919) 513-0574**
A unit of OIED, the EOE 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.
- **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.
- **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.
- **University Police 911 or (919) 515-3000**
Responds to all reported interpersonal violence and provides assistance during the legal process.
- **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.

- **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.
- **Sexual Assault Helpline (919) 515-4444**
In partnership with the Counseling Center, the Women's Center operates a 24-hour crisis intervention and support line for survivors of rape, sexual assault, and relationship violence in the NC State community.
- **Women's Center (919) 515-2012**
A unit of OIED, the Women's Center provides advocacy and support for students of all gender identities and sexual orientations who have experienced sexual assault, sexual harassment and/or interpersonal violence. Services include crisis intervention and emotional support; accompaniment to court, student conduct hearings, law enforcement agencies, and medical services; academic and housing accommodations; resource navigation and referrals; financial support; reporting options; and safety planning. The Women's Center also offers a variety of educational programs related to interpersonal violence prevention and response for students, faculty, and staff.
- **GLBT Center (919) 513-9742**
A unit of OIED, the GLBT Center provides assistance and referrals to members of the gay, lesbian, bisexual and transgender communities.
- **Multicultural Student Affairs (919) 515-3835**
A unit of OIED, MSA 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/Latinx, and Asian, Pacific Islander, South Asian American.
- **African American Cultural Center (919) 515-5210**
A unit of OIED, the AACC provides assistance and referrals for students at NC State with an emphasis on students who identify as Black, African, and/or African American.
- **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.

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.
- **North Carolina Coalition Against Sexual Assault (NCCASA) - <https://nccasa.org/get-help/>**
 NCCASA provides a list of centers throughout North Carolina that provide free, confidential referrals and services for sexual assault victims, survivors and their close family and friends. One of the most important services is a hotline that you can call to talk to a trained staff member or volunteer about your feelings and concerns related to the assault.
- **North Carolina Coalition Against Domestic Violence (NCCADV) - <https://nccadv.org/get-help>**
 NCCADV compiles a database of local domestic violence agencies that serve all 100 counties across North Carolina. They offer a variety of services, from 24-hour confidential crisis hotlines to emergency shelter to support groups and counseling.