



Policy Name: Policy Prohibiting Sexual Misconduct and Interpersonal Violence (Title IX) Policy and Complaint Procedure

Policy Number: 3107

I. Policy Statement

Hebrew Union College- Jewish Institute of Religion prohibits sex discrimination in educational programs and activities and in the terms and conditions of employment.

II. Purpose of Policy

The College-Institute seeks to foster a climate free from Prohibited Conduct through a coordinated education and prevention program, the promulgation of clear and effective policies, as well as investigative and grievance procedures that are prompt, equitable, and accessible to all.

III. Applicability (Audience)

This Policy applies to all College-Institute community members, including governors, overseers, volunteers, students, prospective students, employees, applicants, faculty, administrators, and to those parties with whom our students and employees come into contact in the course of their employment or academic activity. Any person may report Prohibited Conduct (whether or not the reporter is the purported victim) in person, by mail, by telephone or by electronic mail to the Title IX Coordinator or the Dean of the Campus at issue and the report may be made at a time beyond normal office hours.

IV. Definitions

Sexual Harassment: Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on gender (opposite or same sex), gender identity, or sexual orientation when (1) submission to the conduct is an explicit or implicit term or condition of employment decisions or academic decisions; (2) submission to or rejection of the conduct is used as the basis for employment or academic decisions; or (3) the conduct has the purpose or effect of unreasonably interfering with a person's performance or creating an intimidating, hostile or offensive working or academic environment.

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
Previous Revision Dates: 5.2022



Sexual Assault: Sexual assault is any forced or coerced sexual activity, committed against a person's will or without consent. Rape is a sexual assault that includes but is not limited to forcing or attempting to force vaginal, anal, and oral penetration. In addition to rape, sexual assault also includes having or attempting to have sexual contact of any kind with another individual without consent. Sexual contact can include but is not limited to, kissing, touching the intimate parts of another, causing the other to touch one's intimate parts, or disrobing another without permission or consent. Rape and sexual assault are crimes of violence with sex used as a weapon that can be committed by strangers, friends, relatives, dates, boyfriends, girlfriends, partners, lovers and/or spouses.

Sexual Exploitation: Sexual exploitation includes when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person's consent. Examples of sexual exploitation include, but are not limited to, photographing, or recording someone involved in sexual activity or in a state of undress without that person's knowledge or consent; voyeurism; non-consensual streaming or transmitting of images or video of another person involved in sexual activity; prostituting another person; or deliberately inducing incapacitation of another, with the specific intent to impair their ability to knowingly give or withhold consent.

Indecent Exposure: Indecent exposure includes the intentional exposure of one's private or intimate parts of the body or engaging in any sexual conduct in a place where the conduct involved may reasonably be expected to be viewed by and affront others.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the complaining 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. The violence covered by this definition includes, but is not limited to, sexual or physical abuse or the threat of such abuse, psychological abuse, and/or social isolation.

Domestic Violence: Violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim 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. The violence covered by this definition includes, but is not limited to, sexual or physical abuse or the threat of such abuse, psychological abuse, and/or social isolation.

Stalking: Stalking includes repeated conduct involving unwanted attention, harassment, physical or verbal contact, or any other repeated conduct that would cause a reasonable person to fear for the person's safety (or the safety of others) or suffer substantial emotional distress. This includes, but is not necessarily limited to, making unwelcome appearances at another's residence; unwelcome contact via phone calls, text messages, or emails; and/or unwelcome contact through various internet or social media avenues (i.e. Facebook, Twitter, etc.).

Sexual Coercion/Intimidation: For purposes of this policy, sexual coercion means the use of unreasonable measures, including physical force or threats, in an attempt to force another to initiate or continue sexual activity against his/her will. Coercion may exist where such measures impair an individual's ability to make a voluntary choice whether or not to engage in sexual relations.

Consent: Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. Someone who is incapacitated (e.g., due to the use of alcohol or drugs; when an individual is unconscious or asleep; involuntary restraint; or because the individual suffers from any disability rendering him or her incapable of consent) cannot give consent. Prior consent to a sexual act and/or prior sexual relations between parties cannot be used by itself to assume present consent. Consent must be ongoing throughout any sexual activity and can be withdrawn at any moment. Consent is not present when it is the result of coercion, intimidation, force, or threat. Intoxication by alcohol or drugs does not excuse the person initiating the sexual act from ensuring that consent is present. The person initiating the sexual act must take all reasonable steps to ensure consent is present. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identify, or gender expression.

Actual Knowledge: Actual knowledge means notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator, the Campus Dean or any administrator who has the authority to institute corrective measures. Imputation of knowledge based solely on vicarious liability or constructive notice is not actual knowledge. The actual knowledge standard is not met when the only person with actual knowledge is the accused. The mere ability or obligation to



report prohibited conduct or to inform an individual about how to report it does not qualify an individual as one who has the authority to institute corrective measures.

Formal Complaint: Formal complaint means a document filed by a complainant or signed by the Title IX Coordinator alleging prohibited conduct by a respondent and requesting that the allegations be investigated. At the time of filing the formal complaint, a complainant must be participating or attempting to participate in the College-Institute's education programs or employment.

Retaliation: Retaliation is an action against anyone who makes a complaint of conduct prohibited by this policy or anyone who cooperates in the investigation of a complaint of conduct prohibited by this policy that will have the effect of discouraging a reasonable person from making such a complaint or cooperating in a complaint's investigation. The exercise of rights protected under the First Amendment does not constitute prohibited retaliation nor does charging an individual with a Code of Conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding provided that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

The above definitions are those used by the College-Institute for its disciplinary policies. If you are interested in the specific criminal law definitions of the foregoing terms (to the extent they exist) in the state where your campus is located, please contact the Title IX Coordinator.

V. Procedures and Implementation

Options and Recommendations for Assistance

Interim Measures: Interim measures, also called supportive measures, are non-disciplinary, non-punitive individualized services offered, as reasonably available, and without fee or charge to the complainant or the respondent. Such measures are designed to restore or preserve equal access to the College-Institute education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties, the College-Institute's educational environment, or deter prohibited conduct. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus, and other similar measures.

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
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Protective Measures: In addition to the interim measures described above, other protective measures also may be available by contacting law enforcement and/or the local prosecutor's office. For example, in addition to the normal criminal process, law enforcement and/or the local prosecutor's office may assist an individual in obtaining a protection order. A protection order is a temporary order intended to help provide safety and protection to victims of certain crimes. If you have a protection order against someone and that person violates the protection order in any way, law enforcement may be able to arrest that person and charge that person with a violation of the protection order. If needed and to the extent necessary, the College-Institute will provide assistance in obtaining a protection order. **Please contact the Title IX Coordinator for more information about these protective measures, including for contact information for local law enforcement and/or the local prosecutor's office.**

Educational Programming: The College-Institute provides educational programming designed to target, prevent, and eliminate Prohibited Conduct. That programming includes, but is not necessarily limited to, primary prevention programs, awareness programs, ongoing prevention and awareness campaigns, programs regarding bystander intervention, and programs regarding risk reduction.

Medical Treatment and Services: If you have been the victim of Prohibited Conduct, it is important and necessary to immediately seek any appropriate follow-up medical attention for several reasons: first, to assess and treat any physical injuries you may have sustained; second, to determine the risk of sexually transmitted diseases or pregnancy and take preventive measures; and third, to gather evidence that could aid criminal prosecution. Physical evidence should be collected immediately, ideally within the first 96 hours (about 4 days). It may be collected later than this, but the quality and quantity of the evidence may be diminished. A special exam should be conducted as soon as possible following any physical harm to make sure of your physical well-being and to collect evidence that may be useful in criminal proceedings. Even if you have not been physically hurt, this special exam is strongly recommended to maintain all your legal options. After the evidence is collected, it is stored in case you wish to press criminal charges. The exam is typically performed by a Sexual Assault Nurse Examiner (S.A.N.E.).

Advocacy, Counseling, Emotional Support, and Other Services Available: Contact information for Additional Resources and Services is located below.



Awareness and Preparation: Often times your first line of defense to any type of harm is your own awareness and preparation. Be aware of your capabilities and limitations. Your judgment and thinking will often be your best weapons. Evaluate the situation for possible avenues of escape. Your first concern should be for your safety and survival. Use your judgment to do what is necessary to save your life. That may involve making a scene or drawing others' attention so that the assailant leaves. It may buy you enough time to escape. It may involve fighting back. It may mean not physically resisting. If you choose not to physically resist the attack, it does not mean that you have asked to be assaulted or harmed. It means that you did what you needed to do to survive. Remember - there is no one "right" way to respond. The person being attacked is the best judge of which options will work well for him or her in that situation.

This information, as well as other information throughout this policy, is designed to assist in reducing the risk of violence in the College-Institute community. Risk reduction information is designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Recommended Steps if you are the Victim of Prohibited Conduct:

- (1) Get to a safe place as soon as you can. Try to preserve all physical evidence.
- (2) If it can be avoided, do not wash, use the toilet, or change clothing. If you do change clothes, put all clothing you were wearing at the time of the attack in a bag separated from other materials.
- (3) Get medical attention within 96 hours (about 4 days), if possible, to make sure you are physically well and to collect important evidence in the event you may later wish to take legal action. If the incident occurred on a College-Institute Campus, immediately contact the Title IX Coordinator, the local police, or any on-campus security. For campus security, contact:
 - Cincinnati: 1-513-383-2559
 - New York: 1-212-824-2282
 - Los Angeles: 1-213-745-7758It is advised that you add these numbers to your phone's contact list.
- (4) Contact and report the incident to the Title IX Coordinator. The Title IX Coordinator will assist you in notifying any other appropriate authorities.
- (5) Contact someone you trust to be with you and support you.

VI. Enforcement

How to Report a Complaint

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
Previous Revision Dates: 5.2022



The Global Director of Human Resources is the EO (Equal Opportunity) Officer and Title IX Coordinator. For inquiries or to make a report regarding discrimination, harassment, or retaliation, please contact the Global Director of Human Resources at 513-487-3201. A confidential message may be emailed to HR.hotline@huc.edu. A confidential or anonymous telephone message may be left at 844-317-HELP (4357). Reports are treated with sensitivity and information is kept as private as possible.

You should immediately report any complaint of Prohibited Conduct by contacting the Title IX Coordinator or the Dean of your campus, either of whom may delegate responsibility for investigation to a Designated Campus Official (“Designated Campus Official”):

New York Campus Dean, Rabbi David Adelson, (212) 824-2217

Cincinnati Campus Dean, Rabbi Jonathan Hecht, (513) 487-3255

Los Angeles Campus Dean, Joshua Holo, (213) 749-3424

Jerusalem Campus Dean, Rabbi Naamah Kelman, 972-2-620-3331

You may also always contact the local police department and/or dial 911 for emergencies. Although you are under no obligation to do so, if you choose to involve law enforcement, the Title IX Coordinator will assist you in notifying the local police department.

Depending on when the conduct at issue took place, either the Title IX Coordinator or Designated Campus Official will take a statement from you regarding what happened. That individual will ask you to describe the accused individual(s) and may ask questions about the scene of the incident, any witnesses, and what happened before and after the incident. A referral to the local police department may be made at that time. You may have a support person with you during the interview. Unless you request confidentiality and the College-Institute is able to honor that request, an investigation into the incident will begin promptly after you report the incident. The Title IX Coordinator or Designated Campus Official will also provide you with a written explanation of your rights and options under Title IX and this policy which will include, but may not be limited to, your right to make a report to local law enforcement, your right to file a complaint with the College-Institute, your right to be free from retaliation for reporting an incident, and your right to receive assistance and resources from the College-Institute.

In addition to reporting a complaint to a College-Institute official, you may also report a complaint to or seek information from federal or state agencies such as:

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- The U.S. Department of Education’s Office for Civil Rights (“OCR”)
 - Chicago Office (for Cincinnati campus): (312) 886-8434
 - San Francisco Office (for Los Angeles campus): (415) 556-4275
 - New York City Office (for NY campus): (212) 637-6466
- The Ohio Civil Rights Commission (“OCRC”), Cincinnati Regional Office: (513) 852-3344
- The State of California Department of Fair Employment and Housing (“DFEF”): (800) 884-1684 (toll free for complaints and information)
- The New York City Equal Employment Practices Commission: (212) 240-7902
- The New York State Human Rights Commission on Discrimination Complaints: (212) 306-7450

Any sexual abuse of a minor by teachers, staff or volunteers affiliated with the College-Institute must be reported to the College-Institute and to law enforcement or a similar agency. This duty to report applies to medical personnel working at a dispensary, clinic, infirmary, student health center, athletic facility, or similar facility.

Investigation

All complaints of Prohibited Conduct will be addressed in a prompt and equitable manner, including in instances where there is a pending law enforcement proceeding. The College-Institute will not delay its own independent investigation until after a criminal investigation, if any, is complete. Additionally, because the College-Institute has a duty to provide a safe and non-discriminatory environment for all students, the College-Institute may be required to conduct an investigation into an incident regardless of whether a formal complaint is filed.

The College-Institute has a duty to complete certain publicly available recordkeeping including reporting and disclosing information about certain crimes pursuant to a federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. However, duties under the Clery Act will not require the College-Institute to report or disclose a complainant’s personally identifying information. Nonetheless, even where the College-Institute cannot guarantee confidentiality, your privacy will be maintained to the greatest extent possible. If confidentiality cannot be guaranteed, the information you provide will be relayed only as necessary for effective investigation and/or resolution.

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Typical Steps in an Investigation of a Formal Complaint of Prohibited Conduct: While investigations may vary due to the individual circumstances surrounding the particular complaint, investigations falling under this policy will typically involve the following:

1. Preliminary review of the complaint by the Title IX Coordinator or Designated Campus Official to determine whether probable cause exists to believe a violation of this policy occurred.
2. Assignment of the investigation from the Title IX Coordinator to an investigator who has been trained annually to investigate complaints.
3. Written notification to the complainant and the accused will include the following:
 - Details of the alleged prohibited conduct known at the time, including the identities of the involved parties;
 - The date and location of the prohibited conduct, if known;
 - A statement that an accused is presumed not responsible for the alleged conduct and that a determination regarding responsibility for the prohibited conduct is made at the conclusion of the grievance process;
 - The parties' right to an advisor of their choice who may be, but is not required to be, an attorney;
 - The parties' right to inspect and review evidence; and
 - The Code of Conduct provision that prohibits knowingly making false statements or knowingly submitted false information during the grievance process.
4. Interviews of the complainant, the accused, and any witnesses. The accused shall be provided a copy of any written complaint or otherwise informed of the complainant's allegations. Similarly, the complainant shall be provided with a copy of any written response provided by the accused or otherwise informed of the accused's response to the allegations.
5. Gathering and examining of relevant documents or evidence (e.g., law enforcement investigatory records, student and/or personnel files, etc.). Both the complainant and respondent will be asked to provide a list of possible witnesses as well as any written or physical evidence (e.g., text messages, social media postings, emails, photos, medical records, etc.) that they wish to be considered by the investigator.



6. Preparation of an investigatory report complete with a summary of interviews, relevant documents, findings, and recommendations for further action. The report must be provided to the parties and advisors, if any, at least 10 days (about 1 and a half weeks) prior to any hearing in the matter for their review and written response should they choose to respond.

Obligations of the College-Institute

Applicable law requires the College-Institute to ensure that the investigatory process is conducted equitably. Safeguards to that end include the following:

1. Throughout the investigatory process, the burden of proof and of gathering evidence sufficient to reach a determination regarding responsibility, if any, for the alleged prohibited conduct, rest on the College-Institute and not on the parties except that the College-Institute may not access, consider, disclose, or otherwise use a party's medical records absent the party's voluntary, written consent.
2. The parties will have equal opportunity to present witnesses.
3. The College-Institute will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
4. Parties whose participation is invited or expected will receive written notice of the date, time, location, participants and purpose of all investigative interviews or other meetings with sufficient time for the party to prepare to participate.
5. The parties will have an equal opportunity to be accompanied by an advisor of their choice, who may be but is not required to be an attorney. The choice should not be a witness. The advisor's role is not to advocate or impede the investigation.
6. Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations so that each party can meaningfully respond to the evidence prior to the investigation's conclusion.
7. Prior to completion of the investigative report, the College-Institute will send to each party and the party's advisor, if any, the evidence in an electronic format or hard copy to which the parties may respond in writing. The parties will have at least 10 days (about 1 and a half weeks) to respond.

Typical Timeframe: Generally, an investigation and, if applicable, a Grievance Committee proceeding (excluding an appeal of a Grievance Committee's decision) regarding conduct falling under this policy will be completed within 60 days (about 2 months) of the complaint. However, each situation will vary depending on its individual circumstances.

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During the investigation, the College-Institute will continue to provide any appropriate interim or protective measures.

Disciplinary/Adjudication Procedure

Upon completion of the report, the investigator will deliver the report to the Title IX Coordinator. In the event that the Title IX Coordinator finds that there is probable cause to believe that a violation of this policy has occurred, the Title IX Coordinator will issue a notice of violation in writing to the accused and provide a copy of that notice to the complainant. Any notice of violation will also include a recommendation with regard to disciplinary action. In the event that the Title IX Coordinator does not find that there is probable cause to believe that a violation has occurred, the Title IX Coordinator will notify both the complainant and the accused in writing of that finding.

If either party feels aggrieved by the findings, he or she may challenge those findings through the College-Institute's applicable appeal/grievance procedure. The procedure for challenging those finding through a grievance can be found in the policy titled "Appeal/Grievance Policy – Sexual Misconduct and Interpersonal Violence." (<http://huc.edu/equity-inclusion/what-our-policy>).

Dismissal of a Formal Complaint

If the conduct alleged in the formal complaint would not constitute prohibited conduct even if proved, did not occur in the College-Institute's jurisdiction or in the United States, then the Complaint will be dismissed for purposes of Title IX compliance. However, such dismissal does not preclude action under another College-Institute policy.

The College-Institute may dismiss a formal complaint or any allegation in the Complaint if, at any time during the investigation or hearing, the complainant notifies the Title IX Coordinator in writing that he/she wants to withdraw the complaint or any allegation in the complaint. It may also dismiss a complaint when the accused is no longer enrolled at or employed by the College-Institute or where the College-Institute has been prevented from gathering evidence sufficient to reach a determination. Upon dismissal, a written notice of the dismissal and the reasons for it will be sent to the parties simultaneously.

Possible Discipline/Sanctions

The College-Institute reserves the right to exercise broad discretion in the imposition of corrective actions in connection with this policy. Possible discipline or sanctions for engaging in Prohibited Conduct:

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- Oral warning
- Letter of warning or reprimand, and a copy placed in the student's or employee's file
- Probation
- Service to the College
- Counseling/training
- Demotion
- Housing Restrictions
- Forced leave of absence
- Suspension for a defined period of time
- Dismissal or expulsion from the College

Alcohol/Drug Use Amnesty

When reporting instances of Prohibited Conduct, reporters or witnesses who are acting in good faith will not be subject to alcohol and/or drug use policy violations occurring at or near the time of the alleged incident. This policy is intended to encourage reporting by eliminating students' hesitation to report Prohibited Conduct out of fear that their own conduct may subject them to College-Institute disciplinary action.

“No Contact” Orders and Interim Suspensions

After receiving a report or complaint of Prohibited Conduct, the Title IX Coordinator has discretion to issue an order of “no contact” between the parties at issue and/or order that the accused be suspended on an interim basis, pending further review. Interim suspensions will be reserved for those situations where the Title IX Coordinator reasonably believes that the accused may present a continuing threat to the health and safety of the College-Institute community. Within five (5) days of the Title IX Coordinator issuing a “no contact” order or an interim suspension, any affected party may submit a written request (with evidence, if applicable) to the Title IX Coordinator to review the need for, and terms of, the “no contact” order or interim suspension. The other affected party or parties will be notified of the request and similarly given five (5) days to respond in writing (with evidence, if applicable) to the Title IX Coordinator. The Title IX Coordinator will then promptly notify all parties regarding a modification, if any, to the “no contact” order or interim suspension.

Students' Rights

All students have the right to:

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1. Make a report to local law enforcement and/or state police;
2. Have disclosures of Prohibited Conduct treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the College-Institute;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the College-Institute courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the College-Institute, any student, the accused and/or the respondent, and/or their friends, family, and acquaintances within the jurisdiction of the College-Institute;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, grievant, accused, or respondent throughout the investigative and disciplinary process including during all meetings and hearings related to such process; and
11. A complainant whose allegations are found to be both demonstrably false and brought with malicious intent will be subject to disciplinary action which may include, but is not limited to, written warning, demotion, transfer, suspension, dismissal, expulsion, or termination.

Campus Climate Assessments

The College-Institute will conduct biennial anonymous campus climate assessments to ascertain general awareness and knowledge of the provisions of its sexual misconduct

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and interpersonal violence policy, including, but not limited to, the role of the institution's Title IX Coordinator or similar representative, how and where to report sexual misconduct and/or interpersonal violence, the definition of consent, and utilization of the institution's policies and procedures addressing sexual misconduct and/or interpersonal violence. The College-Institute will publish the results of such assessments on its website.

Additional Resources and Services for Victims of Sexual Misconduct and/or Interpersonal Violence:

Cincinnati:

Police Department, District #5, (513) 352-3578 or 911
Women Helping Women Rape Crisis Center, (513) 381-5610

Los Angeles:

L.A. Police Department (213) 485-2582 or 911
University of Southern California Security, (213) 740-6000
L.A. Rape and Battering Hotline, (310) 392-8381

New York City:

Police Department, Sixth Precinct, (212) 741-4811
Rape Crisis Hotline, 1-800/621-4673

Cincinnati:

Mental Health Association of Southwestern Ohio Suicide and Domestic Violence Prevention

Hotline: (513) 287.8542

Phone: (513) 287.8544

Hamilton County

2400 Reading Rd, Ste. 412

Cincinnati, OH. 45202

Phone: (513) 721-2910

Fax: (513) 287- 8544

Ohio Department of Health

Children and Family Health Services Hotline: (800) 282-3435

Report abuse of persons with Developmental Disorders: (800) 231-5872

Emergency Response Hotline: (888) 411-4142

Help Me Grow Hotline: (800) 755-4769

Ohio AIDS/HIV/STD Hotline (Confidential): (800) 332-2437

Web: Ohio Department of Health

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Victim of Crimes Compensation (800) 824-8263
Crime Victims Services (800) 582-2877
Ohio Domestic Violence Network (800) 934-9840

Women Helping Women

215 East 9th Avenue
Cincinnati, OH 45202 (Hamilton)
(513) 872-9259
www.womenhelpingwomen.org

ARC Legal Advocacy Program

513-695-1886

YWCA House of Peace

Batavia, OH 45103
County: Clermont
Business/Número Telefonico : (513) 753-7282

Abuse & Rape Crisis Shelter of Warren County

Lebanon, OH 45036
County: Warren
Business/Número Telefonico : (513) 695-1185

New York:

MOUNT SINAI BETH ISRAEL Victim Services Program: 317 E. 17th Street, 4th Floor,
New York, NY; (212) 420-4516 (24/7)

BELLEVUE HOSPITAL Victim Services Program: (212) 562-4730/3755 (24/7); 462 First
Avenue (at 27th Street), Ground Floor #GA68, New York, NY

Safe Horizon

New York, NY 10007
County: Kings County
Business/Número Telefonico : (212) 577-7700

Center for Safety and Change

New City, NY 10956
County: Rockland
Business/Número Telefonico : (845) 634-3391

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Hudson County Rape Crisis Center
Jersey City, NJ 07306
Business/Número Telefonico : (201) 795-8375

Los Angeles:

YWCA Greater Los Angeles
Los Angeles, CA 90008
County: Los Angeles
Business/Número Telefonico : (323) 296-0920

Peace Over Violence
Los Angeles, CA 90017
County: Los Angeles
Business/Número Telefonico : (213) 955-9090
Santa Monica Rape Treatment Center (310-319-4000)
Rape Treatment Center at Santa Monica-UCLA Medical Center
Santa Monica, CA 90404
County: Los Angeles
Business/Número Telefonico : (424) 259-7208

VII. Policy Owner, Management and Point of Contact Information

Title IX Coordinator

The Global Director of Human Resources is HUC's designated Title IX Coordinator and may be contacted at humanresources@huc.edu or 513 824 3201.

New York Campus Dean, Rabbi David Adelson, (212) 824-2217

Cincinnati Campus Dean, Rabbi Jonathan Hecht, (513) 487-3255

Los Angeles Campus Dean, Joshua Holo, (213) 749-3424

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VIII. Exclusions

None

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IX. Effective Date

June 2022

X. Related HUC-JIR Policies and Documents

EO and Non-Discrimination Policy
Policy Prohibiting Unlawful Harassment on The Basis of Sex

XI. Notification of Policy Changes and Revision History

The College-Institute reserves the right to change this policy at any time. This policy is posted in the Policy Library and the Employee Handbook and the Student Handbook.

XII. Appendices, References, and Related Materials

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
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