



SVS Sexual Misconduct Awareness Handbook

June 2024

I. Policy Statement

The purpose of this policy and the procedures outline is to ensure that our community members live, work, and learn in a safe and respectful environment free from any form of sexual harassment. If there is a violation of this policy, the seminary will take steps to prevent harassment, to prevent any recurrence, and to take appropriate action to remedy the effects of harassment.

This sexual misconduct policy applies to students, employees (including faculty), visitors or third parties, and applicants for admission or employment. A third party is someone who is on campus or participating in a seminary sponsored program, activity, or event.

The seminary will not tolerate any form of sexual misconduct such as rape, sexual assault, sexual harassment, or other forms of non-consensual activity, including stalking, and/or domestic violence or dating violence, sexual exploitation, and other sexual misconduct. Sexual misconduct can occur between strangers, acquaintances, or people who know each other well, including those who are involved in an intimate or sexual relationship, and can be committed by anyone regardless of sex or gender. The seminary will take prompt and effective steps reasonably calculated to tend sexual violence, eliminate the hostile environment, prevent reoccurrence, and, as appropriate, remedy its effects.

The seminary adheres to the "Policies, Standards, and Procedures of the Orthodox Church in America on Sexual Misconduct," issued by the Synod of Bishops of the Orthodox Church in America (OCA), 2014. In accordance with Title IX of the Education Amendments of 1972 ("Title IX"), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), as amended by the Violence Against Women/Campus Sexual Violence Act ("Campus SaVE Act"), and Article 129-B of the New York State Education Law, the seminary is committed to maintaining a community free from all forms of sexual misconduct. Sexual misconduct can occur between strangers, acquaintances, or married couples, and can be committed by anyone regardless of their gender.

The seminary's Sexual Misconduct Policy and Procedures apply regardless of race, color, age, gender, national origin, marital or parental status, citizenship status, veteran status, disability, or any other basis prohibited by law.

A Brief Note Concerning Sexual Activity

According to the canonical norms of the Eastern Orthodox Church, unmarried Christians should not be engaging in sexual activity. Married Christians should only engage in sexual activity with their spouse. As Eastern Orthodox Christians, we set sexual relations in the context of the "undefiled marriage bed," yet we must also note that as fallen human beings this ideal is not always maintained. In this spirit, we must be "as wise as serpents and as innocent as doves" and discuss what could happen in our community.

II. Purpose

The purpose of this policy and procedures is to ensure that our community members live, work, and learn in a safe and respectful environment free from any form of sex and gender discrimination and sexual harassment. If there is a violation of this policy:

- The seminary will take steps to prevent discrimination and harassment, to prevent any recurrence, and will take appropriate action to remedy the effects of discrimination.
- The seminary will provide for the prompt and equitable resolution of allegations and complaints brought by the **complainant** (the person who believes he or she was discriminated against, or a victim/survivor of sexual misconduct) and the **respondent** (the person whose actions are being evaluated as to whether there was a violation of the seminary's policies).

These procedures are used to explain the seminary's process and procedures for responding to and resolving reports of this policy, including its investigation and fact-finding process, and the fair and equitable process for resolution and possibly discipline for violating this policy.

III. Scope

The Seminary Community to which this Sexual Misconduct Policy and Procedures apply includes all: students, employees (including faculty), visitors or third parties, and applicants for admission or employment. A third party is someone who is on campus or participating in a seminary sponsored program, activity, or event. This policy applies regardless of race, color, national origin, religion, creed, age, disability, sex, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

IV. Notice of the Seminary-wide Nondiscrimination Policy and the Designation of the Title IX Coordinator

St Vladimir's Seminary is an Equal Opportunity Employer committed to the principle of equal

opportunity in education and employment in compliance with Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Title VI and Title VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Americans with Disabilities Act of 1990; the Violence Against Women Act; and other federal, state, and local laws.

St Vladimir's does not discriminate on the basis of race, color, creed, religion, age, sex, gender, national origin, marital or parental status, citizenship status, veteran status, disability status, or any other basis prohibited by law.

This policy is strictly enforced by the seminary, and alleged violations receive prompt attention and appropriate corrective action. The seminary will take steps to prevent discrimination and harassment, to prevent reoccurrence of discrimination and harassment, to prevent retaliation for bringing a claim or assisting in an investigation; and will take appropriate action to remedy the effects of discrimination and harassment.

The Title IX Coordinator is the seminary's compliance officer for all forms of discrimination and is specifically designated as the seminary's 504 Compliance Officer. The Title IX Coordinator is responsible for compliance efforts and for coordinating the seminary's response to all complaints involving possible sex discrimination, including educational programs and admission. This also includes all forms of discrimination, limitations on consensual relationships, sex discrimination, sexual harassment, sexual assault/rape, exploitation and other sexual misconduct, stalking, dating and domestic violence, and intimidation and retaliation for filing such complaints.

Inquiries concerning the application of Title IX and its implementing regulation may be referred to the seminary's designated Title IX Coordinator listed below or to the Assistant Secretary of the Office for Civil Rights (OCR), U.S. Department of Education, Lyndon Baines Johnson Department of Education Building, 400 Maryland Avenue SW, Washington, DC 20202-1100. Call the OCR main numbers toll free at (800) 421-3481 or (800) 877-8399 (TTD). Or contact the OCR's New York office at ocr.newyork@ed.gov or (646) 428-3800.

V. Duties of Title IX Coordinator and Director of Spiritual Formation

The Title IX Coordinator is responsible for the seminary's Title IX compliance efforts and coordinating the seminary's response to all complaints involving possible sex discrimination and is informed of all Title IX complaints throughout the seminary. The coordinator collects all data for the seminary's Title IX complaints in order to monitor the timeliness of the process and outcomes, identify and address any patterns or systemic problems revealed by such reports and complaints, and assess efforts on the campus climate.

The Director of Spiritual Formation conducts investigations when anyone may be in violation of this Title IX Sexual Misconduct Policy and Procedures. This includes complaints by students, faculty, staff or third parties against a faculty member, staff member, or third party. The Title IX Coordinator is responsible for coordinating the Sexual Misconduct Policy and Procedures process

where a staff member, faculty member, or third party may be found responsible for violating this policy.

The Director of Spiritual Formation conducts investigations for all Title IX cases involving complaints by students against other students. The Director of Spiritual Formation conducts the student conduct process and, if necessary, imposes student conduct sanctions for students found in violation of these policies.

VI. Conduct Covered by This Sexual Misconduct Policy and Procedure

The handbook of “Policies, Standards, and Procedures of the Orthodox Church in America on Sexual Misconduct” defines sexual misconduct as a “range of behaviors used to obtain sexual gratification against another or at the expense of another or in a situation where the perpetrator is in a position of authority—physical, psychological, emotional, or spiritual— over the victim” (OCA PSP, 2014). Sexual misconduct includes “sexual harassment, sexual assault, and any conduct of a sexual nature that is without consent, or has the effect of threatening, intimidating or using the person against whom such conduct is directed” (OCA PSP, 2014).

This Policy Definitions of Prohibited Conduct and the Definition of Affirmative Consent are listed below. All employees, students, faculty, and third parties who are enrolled, employed, or reasonably connected to the seminary are subject to these policies and possible discipline for behavior that violates the policy definitions described below:

- A. Unlawful Sex and Gender Discrimination** is any action that denies a person access to, or the benefits of, any program or activity or employment, solely on the basis of sex or gender.
- B. Limitations on Consensual Relationships:** In order to protect the integrity of the seminary’s academic and community environment, this policy outlines limitations on consensual romantic or sexual relationships between and among faculty, staff, and students. When individuals are involved in a consensual romantic or sexual relationship and are in positions of unequal authority or power, there is the potential for a conflict of interest, favoritism, and exploitation of power.
 - Anyone with supervisory, evaluative, or mentoring authority who controls or influences another person’s employment, academic advancement, scholarship, or financial support, grades, recommendations, wage status, or promotion at the seminary is prohibited from having a romantic or sexual relationship with that person regardless of consent.
 - Faculty and staff are prohibited from having a romantic or sexual relationship with any student. If a student serves as a teaching assistant, then starting that semester the student is prohibited from having a romantic or sexual relationship with any student.
 - If anyone is promoted into a position or has a change of circumstances that results in a conflict with this policy limiting consensual relationships, this information must be

reported by the faculty or staff member to the Title IX Coordinator for assistance in resolving the conflict.

- C. Affirmative Consent to Sexual Activity for Incidents Involving Students:** In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing, and voluntary affirmative consent prior to and during sexual activity. The following is the seminary's policy for affirmative consent to sexual activity that applies to sexual activity involving a student.

Affirmative Consent is defined as 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 sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based on a participant's sex or gender.

The Six Guiding Principles regarding Consensual Sexual Activity: These principles, along with the above definition, will be used to evaluate whether sexual activity was consensual or violates our sexual misconduct policy:

1. Consent to any sexual act or prior consensual sexuality activity between or with any party does not necessarily constitute consent to any other sexual act.
2. Consent is required regardless of whether the person initiating the act is under the influence of a mind-altering substance.
3. Consent may be initially given but withdrawn at any time.
4. Consent cannot be given when a person is incapacitated or lacks the ability to knowingly choose to participate in sexual activity.
5. Consent cannot be given when it is the result of coercion, intimidation, force, or threat of harm.
6. When consent is withdrawn or can no longer be given, sexual activity must stop.

Minors Lack Consent: According to New York state law, a minor, defined as anyone less than 17 years of age, is incapable of consenting to sexual activity with a person 18 years of age or older. The seminary adopts this prohibition of sexual activity by adults with minors on all seminary property and at all seminary-sponsored activities or functions outside of New York State, regardless of out-of-state laws.

- D. Sexual Assault/Rape** is defined as physical sexual acts against another person that include vaginal, anal, or oral sexual intercourse with another person; touching sexual or intimate parts of another person; or inserting a foreign object, however slight, into any sexual or intimate parts of another person without their consent, by coercion or threat, or when the person is incapable of giving consent. This definition includes actual and attempted sexual activity, by person(s) known or unknown to the victim, in

accordance with New York State Penal Law Section(s) 130.00.

- E. Sexual Exploitation** is defined as taking advantage of another person and exploiting that person. This includes: voyeurism; videotaping, or allowing others to observe the person without their consent; sexual exhibitionism; displaying or distributing sexually explicit images; sexual coercion; writing or marking of graffiti on seminary property that is sexually graphic in nature; unwelcomed gestures of a sexual nature toward another person; and forcible touching, which is defined as non-consensual touching sexual or intimate parts of another person for the purpose of degrading or abusing another person or for the gratifying of the actor's sexual desire.
- F. Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. This definition includes, but is not limited to, direct and indirect conduct, and the use of their parties to monitor, follow, threaten, or communicate with a specific person. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim. "Substantial emotional distress" means significant mental anguish or suffering that many but does not necessarily require professional treatment or counseling.
- G. Dating violence** is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual, physical, or psychological abuse, or the threat of such abuse.
- H. Domestic violence** is defined as violence committed by a person against a spouse. Domestic violence includes, but is not limited to, sexual, physical, or psychological abuse, or the threat of such abuse.
- I. Intimidation and Retaliation for Reporting:** Any member of the seminary community or third party who attempts either directly or indirectly to violate a Seminary No Contact Restriction or to intimidate, threaten, retaliate, interfere with, restrain, coerce, discriminate against, or harass any person for reporting, attempting to report, or responsibly pursuing a complaint, or any person who is a witness cooperating in a seminary investigation regarding possible violations of any of the seminary's policies regarding sexual misconduct, will be subject to prompt and appropriate disciplinary action, including possible termination or expulsion from the seminary.

Further Definitions Used in This Policy:

- J. Bystander** shall mean a person who observes a crime, impending crime, conflict, potentially violent or violent behavior, or conduct that is in violation of rules or policies of an institution.
- K. Confidentiality** may be offered by an individual who is not required by law to report

known incidents of sexual assault or other crimes to institution officials, in a manner consistent with state and federal law, including but not limited to 20 U.S.C. 10929(f) and 20 U.S.C. 1681(a). Counseling and Psychological Services counselors and seminary clergy are examples of seminary employees who may offer confidentiality.

- L. Privacy** may be offered by an individual when such individual is unable to offer confidentiality under the law but shall still not disclose information learned from a reporting individual or bystander to a crime or incident more than necessary to comply with this and other applicable laws, including informing appropriate seminary officials.
- M. Reporting individual** shall encompass the terms victim, survivor, complainant, claimant, or witness with victim status; for this policy, the reporting individual is referred to as the Complainant.
- N. Clergy reporting** refers to the data collected by the Title IX Coordinator on violent crimes (including sexual assault/rape, domestic violence, dating violence, and stalking) occurring on or near seminary property and is compiled in the seminary's Annual Security Report. Only aggregate data is reported and no personally identifiable information is collected.

VII. Reporting, Privacy, and Confidentiality

A. Reporting

The seminary encourages all members of the community to report incidents of sexual misconduct. All faculty and staff have certain mandatory reporting requirements listed below in Section (b). The purpose of reporting is so any victim of any sexual discrimination, sexual misconduct, or sexual violence is properly supported by the seminary, and the seminary can make efforts to stop the discrimination, prevent it from recurring, and remedy the effects. All reported incidents are centrally tracked in order to review for patterns and to assist in stopping the recurrence of similar incidents. The Emergency Phone can receive reports at any time, as it is 24 hours/7 days per week operation.

Good Faith Reporting: An individual who files a reasonable complaint in good faith of a suspected violation of the above referenced prohibited acts or brings forth information about such an act in honest belief, even if it may be found to be erroneous, will be covered by the seminary if done in good faith and will not be subjected to discipline.

False (or) Malicious Reporting: The use of this policy for false, malicious, or frivolous purposes is strictly prohibited. Anyone who knowingly brings a false, malicious or frivolous complaint against another seminary community member may be subject to disciplinary action.

Student Alcohol and Drug-Use Amnesty Policy When Reporting Sexual Misconduct: The health and safety of every student at St Vladimir's is of utmost importance. St Vladimir's recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or

involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. St Vladimir's strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to seminary officials. A bystander acting in good faith or a reporting individual acting in good faith who discloses any incident of domestic violence, dating violence, stalking, or sexual assault to St Vladimir's officials or law enforcement will not be subject to the seminary's code of conduct for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault (NYS Law 129b, sec. 6442).

Notification of Rights and the Time of First Disclosure: All individuals have the right to make a report to the seminary, local law enforcement, and/or state police, or choose not to make a report; to be protected by the seminary from retaliation for reporting and incident; and to receive assistance and resources from the seminary.

B. Reporting on Campus

The Emergency Phone call receive complaints 24 hours/7 days per week, 365 days per year. This number is (914) 874-7835. The Director of Spiritual Formation will assist the student through the process and draft an incident report. The Director of Spiritual Formation or the Title IX Coordinator will assist non-students through the process and draft an incident report when and where such assistance is appropriate and warranted.

The Director of Spiritual Formation will explain the various options and support resources available, including but not limited to:

- Medical and counseling resources;
- Explain the seminary's sexual misconduct procedures and policies against intimidation and retaliation and provide documents and information relevant to the conduct process;
- Standard of proof during the internal conduct process and possible sanctions;
- How to report the incident to the local police or prosecutor or seek other types of civil relief;
- Interim measures for possible accommodations and options for changing academic, living, and working situations if such changes are warranted under the circumstances and reasonably available.

Complaints by students against other students DURING BUSINESS HOURS should be brought to the Director of Spiritual Formation (Meyendorff 5). Students have access to the Emergency Phone 24 hours/7 days a week.

When the seminary receives a report from a student that he or she has been the victim of sexual misconduct including dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the seminary will provide the reporting individual with a written explanation of his or her rights and options in the form of the Seminary Sexual

Misconduct Policies and Procedures handbook, which includes the Student’s Bill of Rights and Notification of Rights at the Time of First Disclosure.

A reporting individual shall be advised of his or her right to have emergency access to the Title IX Coordinator who will be available upon the first instance of disclosure by a reporting individual to provide information regarding options to proceed, and, where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible, and detailing that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney. The Title IX Coordinator and/or the Director of Spiritual Formation will explain whether he or she is authorized to offer the reporting individual confidentiality or privacy and shall inform the reporting individual of other reporting options. Any questions about whether the incident violated the Penal Law can be addressed to law enforcement officials or the District Attorney.

Reporting individuals are entitled to a plain language explanation of confidentiality which shall, at a minimum, include the following: seminary faculty and staff who cannot guarantee confidentiality will maintain privacy to the greatest extent possible. The information provided by the reporting individual to a non-confidential resource will be relayed only as necessary for the Director of Spiritual Formation to investigate and/or see a resolution.

C. Mandatory Reporting

A responsible seminary employee is a seminary employee who has the authority to redress sexual misconduct or who has a duty to report incidents of sexual misconduct. This definition encompasses every seminary employee, including all faculty and staff with the exceptions noted below.

A responsible employee must report all relevant details about the learned incidents to the Title IX Coordinator or the Director of Spiritual Formation. When a faculty or staff member is told, observes, obtains knowledge, learns of or reasonably suspects that another member of the seminary community is a victim/survivor of sexual misconduct, the following reporting procedures apply and must be reported as soon as reasonably possible. It is imperative that the Title IX Coordinator and the Director of Spiritual Formation be informed to ensure that the victim/survivor is provided with Notification of Rights at the time of first disclosure.

The only seminary employees who are exceptions to the Mandatory Reporting requirement are: professional counselors and seminary clergy. Please note that in these instances, clergy would be exempt from mandatory reporting in situations where such information is gained in the Sacrament of Confession. In all other instances, clergy are required to report this information. Professional counselors are required to report (i) when a patient is likely to engage in conduct that would result in serious harm to the patient or to others; or (ii) if there is reasonable cause to suspect that a minor has been sexually abused. In cases where the seminary employee is both clergy and a professional counselor and acting as a counselor, this employee would be considered

a counselor, and the aforementioned criteria would apply. In such a case, the student must be very clear about the expectation of confidentiality.

The Family Educational Rights and Privacy Act (FERPA) allows the seminary to share information with an individual's parents if there is a health or safety emergency or if the individual is listed as a dependent on either parent's prior year federal tax income form. However, the seminary will generally not share information about a report of domestic violence, dating violence, stalking, or sexual assault with parents without the reporting individual's permission.

When there is a student who is a victim/survivor of any sexual misconduct: All faculty and staff members must report the following incidents when a student is a victim/survivor and they observe, obtain knowledge, learn of, or reasonably suspect:

- Any form of sexual harassment (verbal or physical)
- Rape/sexual assault
- Dating violence and domestic violence
- Stalking
- Forcible touching
- Sexual exploitation
- Other sexual misconduct

When there is a faculty or staff member who is a victim/survivor of a violent act: All faculty and staff members must report the following incidents when a faculty or staff member is a victim/survivor of:

- Any form of non-consensual physical sexual act including but not limited to rape, sexual assault, or forcible touching that is considered a "violent act" under this policy;
- Dating violence and domestic violence

When there is a faculty or staff member who is a victim/survivor of a non-violent act: All faculty and staff members shall report any non-violent sexual act, including but not limited to:

- Verbal sexual harassment
- Gender discrimination
- Sexual exploitation

D. Speaking with a confidential resource and not reporting to the seminary:

Many victims of domestic violence, dating violence, stalking, sexual assault, or other sexual misconduct experience acute stress after an assault. Survivors sometimes blame themselves or feel ashamed, angry, or confused. Many find it helpful to talk in a supportive, confidential context. There are faculty and staff members who are available, and off-campus resources that are also available.

Counseling and Psychological Services

Dr Albert Rossi (Education 310): (914) 961-8313 ext. 362

Campus Clergy

Very Rev. Dr Bogdan Bucur (Germack 05): (914) 961-8313 ext. 326

Very Rev. Dr Sergius Halvorsen (Meyendorff 1): (914) 961-8313 ext. 367

Off-Campus Resources

RAPE Crisis Hotline: (914) 345-9111

NYC Domestic Violence Hotline: (800)-631-4673 NYS Domestic Violence Hotline: (800) 942-6906

NYS Office of Victim Services: (800) 247-8035

E. Reporting options outside the seminary to the police, a local prosecutor and/or seeking medical treatment at a local hospital

Medical Treatment: Anyone who is physically injured or raped should seek a medical examination to determine the extent of the injuries. It is also important to understand that physical evidence collected in a rape examination (i.e., a rape kit) is a way to preserve evidence should anyone want to pursue criminal charges with the police or a local prosecutor at a later time.

Hospitals:

New York-Presbyterian/Lawrence Hospital
55 Palmer Avenue
Bronxville, NY 10708
(914) 787-1000

St. John’s Riverside Hospital-Andrus Pavilion
967 N. Broadway
Yonkers, NY 10701
(914) 964-4444

Westchester Medical Center
100 Woods Rd
Valhalla, NY 10595
(914) 493-7000

Law enforcement/local prosecutor: A victim of any criminal sexual offence has legal recourse outside the seminary and can commence civil or criminal proceedings against the offending person(s). Many of the prohibited behaviors of the seminary’s policies are also violations of New York State criminal laws where a person can be charged criminally with rape, sex abuse, stalking, and other charges. If convicted of such crimes, a person can be subject to severe penalties, including imprisonment for up to 25 years.

Yonkers Police Department, 1 st Precinct 730 E Grassy Sprain Rd Yonkers, NY 10710 (914) 377-7477	NY State Police 24-hour hotline (844) 845-7269
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Family and civil court: Additionally, Family Court is a civil court where a person can seek a civil court order of protection in many circumstances. Seminary officials can assist any victim in the finding of resources, accompanying a person to court, and in initiating a legal proceeding in family court or civil court.

Yonkers County Family Court 131 Warburton Ave Yonkers, NY 10707 (914) 831-6555	Yonkers City Court 100 S Broadway Yonkers, NY 10701 (914) 831-6450
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A person may report an incident to either the police or the seminary, or to both simultaneously. A complainant has the right to have the seminary’s process run concurrently with a criminal justice investigation. The filing of a complaint of sexual misconduct under this Policy is independent of any criminal investigation or proceeding. The seminary will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation or to take any necessary interim measures to protect the complainant and the seminary community. However, the seminary may temporarily delay its investigation to enable law enforcement to gather evidence and to engage in a preliminary investigation of sexual misconduct matters that may also violate state criminal code.

A Plain Language Explanation of Distinctions between the New York State Penal Law and Seminary Disciplinary Processes

	Criminal Justice System	Seminary Discipline System
Goals	Safety Deterrence Punishment	Education Safety A safe and supportive campus
Governing Law	NYS Penal Law NYS Rules of Criminal Procedure Federal Criminal Law Federal Rules of Evidence	Title IX The Clery Act Amended NYS Education Law Sex. 129A&B Canons of the Orthodox Church
Reporting	Seminary Administration Local police department NYS Police Federal Law Enforcement Agents	Seminary Admin (Non-Confidential): Dean of Students (Non-confidential) Counseling Services (Confidential): Seminary Clergy (Confidential)
Investigation	Determined by law enforcement agency with or without the consent or participation of the reporting individual	Disclosure to a Confidential Resource will not trigger an investigation; Non-Confidential Resources will investigate only if deemed necessary after weighing request for confidentiality against the continued safety of the reporting individual and the

		best interests of the seminary community
Investigators	Police or law enforcement	Student Affairs or Campus Safety Committee
Procedures	Governing state or Federal Law	Canons of the Orthodox Church Seminary policies
Standard of Evidence	Crimes must be proven “beyond a reasonable doubt”	Preponderance of the evidence
Confidentiality	A criminal charge and trial must be public	St Vladimir’s proceedings are kept as private as possible but pursuant to law. Relevant information must be shared with those involved.
Participation	The Prosecution and the Defendant. The victim is not a party.	The reporting individual and the accused. The seminary acts as the finder of fact.
Parties involved	A criminal prosecution can proceed without the participation or cooperation of the reporting individual, but the burden of proof is harder to achieve.	Reporting individuals cannot be required to participate, but the seminary will be limited in how it responds.
Initiation	A Prosecutor	The Seminary
Testimony	Public witnesses/reporters who can be cross-examined	The reporting individual’s testimony is private and they cannot be cross examined
Attorneys	Both state and defendants are represented by counsel	Parties may be advised by attorneys but can only speak with their client
Mental Health/ Sexual History	Generally, but not always, the reporting individual’s history is not admissible in a criminal case (NYS Law 129- b, sec. 6444(5)(vi))	Generally not admissible, but subject to very limited exceptions. Education Law 129-b (sec. 6444 (5)(vi) permits a party to exclude sexual history and mental health history
Possible results	The defendant may plead guilty, have the case dismissed, be found guilty, or not be found guilty	If there is a formal investigation, the respondent may be found “responsible” or “not responsible” for violations of seminary policy
Sanctions	Fined, imprisoned, or both	Sanctions range from a warning to suspension or expulsion from the Seminary

F. Privacy and Confidentiality

The seminary strongly supports a person's interest in confidentiality who is involved in sexual misconduct matters.

Be aware that only those in Psychological and Counseling Services and seminary clergy can accommodate requests for confidentiality. The seminary requires all other employees to report learned instances of sexual misconduct to appropriate seminary officials. However, seminary employees who cannot guarantee confidentiality will maintain privacy to the greatest extent possible. The information provided to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator and the Director of Spiritual Formation to investigate and/or seek a resolution.

Even if a person does not ask for confidentiality, these matters are considered private and are shared with a limited number of employees who have a "need to know" and are responsible for the seminary's response, including taking appropriate steps to respond to what happened, supporting complainants, respondents, witnesses, and resolving the matter promptly and fairly. To the extent practicable and appropriate to the circumstances, investigatory and resolution procedures, as well as appeal procedures, shall be held in strict confidence to reasonably insure the privacy of the parties concerned and to offer as much protection as reasonably possible to the careers and reputations of the parties involved.

The Family Educational Rights and Privacy Act (FERPA) allows the seminary to share information with an individual's parents if there is a health or safety emergency or if the individual is listed as a dependent on either parent's prior year federal tax income form. However, the seminary will generally not share information about a report of domestic violence, dating violence, stalking, or sexual assault with parents without the reporting individual's permission.

1. Requests for confidentiality and requests for the seminary not to investigate:

If a person discloses an incident or reports an incident of sexual discrimination or sexual misconduct to the seminary but then wishes to remain confidential or does not want the seminary to proceed with an investigation, the seminary will attempt to honor and abide by the person's wishes.

- By honoring such a request, the seminary will not be able to meaningfully investigate and pursue misconduct proceedings or disciplinary proceedings to find anyone responsible for the violation.
- The seminary will provide support and accommodations, such as information about counselors and advocates, and shall assist with academic, housing, transportation, and other reasonable and available accommodations regardless of reporting choices, as much as possible under the circumstances.

2. The seminary may not always be able to honor a request not to investigate:

In some limited circumstances, the seminary may not be able to honor the request for the seminary not to investigate. The seminary may elect to conduct its own investigation when

the seminary determines in good faith that it is in the best interest of the community to do so. The Director of Spiritual Formation, in consultation with the Title IX Coordinator, will weigh the request not to proceed against the seminary's obligation to provide a safe, non-discriminatory environment for the entire community and decide whether the request can be honored.

Some, not all, of the factors that are reviewed when determining whether or not the seminary has an overriding responsibility to proceed against someone's wishes not to proceed or to remain confidential include:

- An increased risk that someone will commit additional sexual misconduct or other relevant misconduct;
- Whether the respondent has a history of violent behavior or is a repeat offender;
- Whether the incident represents an escalation in and unlawful conduct on behalf of the respondent from previously noted behavior;
- Whether the accused used a weapon or force;
- Whether the reporting individual is a minor;
- Whether the seminary has other means to obtain relevant data (e.g., personal or physical evidence).

If possible, the seminary will make attempts to inform the complainant prior to proceedings with an investigation after a person request that the seminary not investigate. The seminary may proceed with an investigation and the adjudication process where someone could be found responsible for a policy violation even when a complainant does not participate and does not want to proceed.

If, after considering these factors, the seminary determines that it is able to respect the complainant's request for confidentiality, the seminary will nevertheless take all reasonable steps to respond to the complaint consistent with the complainant's confidentiality request and will determine whether interim measures are appropriate or necessary. The seminary will also consider broader remedial actions, such as increased monitoring, supervision of security at locations where the reported sexual misconduct occurred, increased training, education and prevention efforts, and conducting climate surveys.

G. How the Seminary Will Respond to Reports

Complaints to the seminary will be investigated immediately upon receipt. The investigation will be thorough, reliable, and impartial. Both parties will have an equal opportunity to provide the names of relevant witnesses and other information to the investigator who will weigh the reliability and credibility of the information obtained. The complainant has the right to withdraw the complaint and their involvement in the proceedings at any time. The seminary reserves the right to conduct its own investigation and proceedings notwithstanding the status or resolution of any civil or criminal proceedings or in the interest of the community.

H. Interim Measures and Orders of Protection (Restraining Orders)

Remedial action and remedies appropriate to the nature and severity of any misconduct found will follow.

Interim measures may be imposed if requested or if the seminary deems them necessary to ensure safety, prevent retaliation, and avoid an ongoing hostile environment. Individuals may also request and obtain reasonable and available interim measures and accommodations that effect a change in academic, housing, dining, or other applicable arrangements. Both the complainant and the respondent shall, upon request and consistent with the seminary's policies and procedures, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of any such interim measure and accommodation that directly affects him or her, and shall be allowed to submit evidence in support of his or her request.

Factors determining which interim measures the seminary will take may include: the specific needs expressed by the complainant; the severity or pervasiveness of the allegations; whether the complainant and respondent share the same residence hall or class; and whether other court ordered judicial measures have been taken to protect the complainant.

Seminary No Contact Restriction: After a complainant reports a complaint of sexual misconduct to the Title IX Coordinator or the Director of Spiritual Formation, a no contact restriction will typically be put in place between the complainant and the respondent. A no contact restriction is a directive prohibiting contact between or among designated individuals through any means, direct or indirect, including personal contact, email, telephone, text message, social media, or by means of a third party.

- The Director of Spiritual Formation will issue verbally and/or in writing a directive restricting contact between the complainant and the respondent.
- An individual who wishes to report a violation of a no contact restriction can contact the Title IX Coordinator or the Director of Spiritual Formation during business hours. If the respondent and the complainant observe each other in a public place, it shall be the responsibility of the respondent to leave the area immediately and without contacting the complainant. Individuals who violate a no contact restriction are subject to further disciplinary charge of retaliation and violating the no contact restriction order and subject to adjudication and possible discipline.

Orders of Protection Issued by Criminal Courts and Civil (including Family) Courts: In addition to the seminary's No Contact Restriction issued by the seminary to seminary community members, victims of stalking, dating and domestic violence, or any other violence/crime can see orders of protection from both the family and criminal courts.

The Title IX Coordinator and/or the Director of Spiritual Formation is available to assist in obtaining a government court order of protection and explain the consequences of violating such

an order, including but not limited to arrest, additional conduct charges, an interim suspension. The parties are entitled to receive a copy of the order or protection or equivalent when received by the seminary and have an opportunity to speak with the Title IX Coordinator and/or the Director of Spiritual Formation who can explain the order and answer questions about it, including information from the order about the accused's responsibility to stay away from the protected person or persons. An individual may receive assistance from the Title IX Coordinator and/or the Director of Spiritual Formation in effecting an arrest when an individual violates such an order.

I. The Seminary's Internal Investigation and Conduct Process

The seminary will follow the procedures as outlined in New York State Education Law 129b (6664)(5) and as referenced in the Student Handbook, Section IV.A.1.a.

Each case is different and needs to be handled with care, but here are the typical steps that are followed in a Title IX student conduct process:

- The Director of Spiritual Formation, who is a deputy Title IX coordinator, is notified
- The Director of Spiritual Formation or the Title IX Coordinator will assist the complainant in receiving assistance and understanding the process and available resources
- The Director of Spiritual Formation or the Title IX Coordinator investigates the incident and may interview the complainant, the respondent, and any possible witnesses, and may ask for a written statement from the complainant and respondent
- The complainant decides whether they want to make a formal complaint (cf. NYS Education Law 129b (6664)(5)(a)—*Students have the right to request that student conduct charges be filed against the respondent in proceedings governed by this document and the procedures established by the seminary's rules.*)
- If a formal complaint is made, the report goes to the Director of Spiritual Formation or the Title IX Coordinator, and a case should take no more than 60 days
- A member of the seminary faculty will assist the respondent in receiving assistance and understanding the process and available resources
- A written notice is sent to both the complainant and the respondent informing them that the student conduct process is underway (cf. NYS Education Law 129b (6664)(5)(b)—*The respondent has the right to a description of the incident, including date, time, location, and factual allegations concerning the incident; a reference to the specific code of conduct violations provisions alleged to have been violated, and possible sanctions; and an opportunity to offer evidence during an investigation and to present evidence and testimony at a hearing.*)
- Once the conduct process begins, the complainant and the respondent are each entitled to have one advisor of their choice accompany them (but not participate in any way) in the conduct process meetings and proceedings.
- The complainant and respondent are offered the opportunity to review the case file
- The complainant is interviewed by the Director of Spiritual Formation the Title IX

Coordinator

- The respondent is interviewed by the Director of Spiritual Formation or the Title IX Coordinator, usually during the conduct hearing
- Relevant witnesses are interviewed
- A second complainant interview is conducted by the Director of Spiritual Formation or the Title IX Coordinator
- A second respondent interview is conducted by the Director of Spiritual Formation or the Title IX Coordinator, usually during their conduct hearing
- Additional interviews are conducted as needed by the Director of Spiritual Formation or the Title IX Coordinator
- A decision as to whether the seminary's code of conduct policies have been violated is made based on a preponderance of the evidence
- If violations have been determined to have occurred, appropriate sanctions are issued
- Both the complainant and the respondent are entitled to make an impact statement to the Director of Spiritual Formation or the Title IX Coordinator as the time of sanctioning and, in any case, at least 48 hours in advance of the scheduled meeting to provide notification to the complainant and respondent as to the outcome of the conduct process
- Written notification of a decision is given simultaneously to both parties
- Complainants and respondents are given the opportunity to appeal the decision before a panel

Important Considerations

It should be clearly understood that a complainant of sexual offense, stalking, or domestic or dating violence always has legal recourse outside the seminary. If civil or criminal proceedings are filed, the seminary reserves the right to conduct its own investigation and proceedings notwithstanding the status or resolution of any civil or criminal proceedings.

The respondent has access to a full and fair record of any hearing, which shall be preserved and maintained for at least five years from such a hearing and may include a transcript, recording or other appropriate record; and access to at least one level of appeal of a determination before a panel, which may include one or more students, that is fair and impartial and does not include individuals with a conflict of interest. In an appeal, the respondent and reporting individual in such cases shall receive written notice of the findings of fact, the decision and sanction, if any, as well as the rationale for the decision and sanction. In such cases, any rights provided to a reporting individual must be similarly provided to the respondent and any rights provided to the respondent must similarly be provided to the reporting individual.

Consistent with the requirements of the Clery Act, individuals who conduct investigations, hearing and appeals, should have annual training in conducting these investigations, the impact of trauma on reporting such violations, the importance of impartiality in these proceedings, and the rights of the respondent.

According to the Clergy Act, a conflict of interest might be an investigator who is a family member, close friend, or advisor of a party, or who has similar conflicts. The seminary does not understand a conflict of interest as an investigator who is the same gender, race, etc. of a party.

Respondents and reporting individuals have reasonable access to evidence in the case file that may be used in a hearing or investigation and/or may exonerate or show responsibility in a case, regardless of whether that evidence is held in a file denoted "case file" or held in a parallel file maintained by the institution, to the extent that it is applicable.

The prior sexual history and mental health diagnosis of the complainant or the respondent with other persons is excluded from the conduct process. However, past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the disciplinary stage that determines sanction.

The seminary cannot require the complainant or respondent to sign a non-disclosure agreement prior to learning the outcome of a conduct process.

All information obtained during a conduct process will be protected from public release until the appeals panel makes a final decision unless otherwise required by law.

J. Records of Investigation

1. Records of Reports and Investigations

Personal information about any witnesses and records regarding these matters will remain confidential insofar as it does not interfere with the seminary's right to investigate allegations of misconduct and take corrective action where appropriate and applicable. Written records will be retained with regard to the complaint, the investigation and fact finding, and the resolution. However, the seminary will comply with criminal legal subpoenas or other civil court ordered requests for information or paperwork in compliance with the Family Educational Rights and Privacy Act (FERPA) and other laws.

2. Records of Outcomes and Resolutions

In all student cases, all information and other appropriate records will be maintained for a minimum of six (6) years from the outcome of an investigation. Any faculty, staff, or third-party records are maintained for six years. When there is an outcome that involves discipline of an employee, the Title IX Coordinator is notified of that discipline.

3. Findings or Responsibility Listed on Transcripts for Violations of Violence

Pursuant to Article 129-B§6446.6 of the New York State Education Law, if a student is found responsible through the seminary's conduct process for crime(s) of violence, including, but not limited to sexual violence, defined as crimes that meet the reporting requirements

pursuant to the federal Clery Act established in 20 U.S.C. §1092(f)(1)(F)(i)(I)-(VIII) (“Clery crimes of violence”), the Academic Dean will direct that a notation be placed on the student’s transcript.

- Where the sanction is a suspension, the following notation will be listed: “Suspended after a finding of responsibility for a code of conduct violation.”
- Where the sanction is expulsion, the following notation will be listed: “Expelled after a finding of responsibility for a code of conduct violation.”

If a student respondent withdraws from the seminary, while such seminary conduct charges are pending for allegation(s) related to Clery crimes of violence and the student declines to complete the student conduct process, the Academic Dean will direct the following notation be placed on the student’s transcript: “Withdrew with conduct charges pending.”

- Those students who withdraw from the seminary and decline to complete the student conduct process forfeit any right to resume the conduct proceedings at any point in the future.
- Conduct charges are considered “pending” once a student is informed in writing that there are allegations that the student may have violated the seminary’s Code of Conduct.

Vacating a Finding of Responsibility: If definitive proof a student respondent’s non-responsibility can be determined, any such transcript notations shall be removed. Only definitive proof can vacate a finding of responsibility. A not-guilty verdict in a criminal court is not, in itself, definitive proof of non-responsibility, nor is failure to prosecute. If there is a student complainant in the conduct process, the seminary will notify the student complainant, and the student complainant will have an opportunity to be heard if a respondent provides definite proof resulting in vacating a responsibility determination.

Further Appeals

A student whose transcripts states “Suspended after a finding of responsibility for a code of conduct violation” may appeal, in writing, to the Academic Dean to have the notation removed. Appeals may be granted provided that:

- One year has passed since the conclusion of the suspension;
- The term of suspension has been completed and any conditions thereof;
- The Title IX Coordinator has determined that the student is once again “in good standing” with all applicable seminary and academic and non-academic standards.

A student whose transcript states “Expelled after a finding of responsibility for a code of conduct violation” or “Withdrew with conduct charges pending” is ineligible to appeal to have the notation removed.

Those students who were expelled or withdrew with such notifications on their transcripts will

leave the seminary with the status “not in good standing” will be ineligible for readmission to St Vladimir’s Seminary, absent any vacating of a finding of responsibility.

K. Bill of Rights Afforded to Students

In accordance with New York State law, all students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosure of domestic violence, dating violence, stalking, and sexual assault taken 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 from the seminary;
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 receive from the seminary courteous, fair, and respectful counseling services;
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 seminary representatives as possible and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the seminary, any student, the accused and/or the respondent, and/or their friends, family and acquaintances, within the jurisdiction of the seminary;
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 the reporting individual, accused, or respondent throughout the judicial or conduct process, including during all meetings and hearings related to such process; and
11. Exercise civil rights without interference by the investigative, criminal justice, or judicial or conduct process of the seminary.

Appendix 1: General Information

Prevention of Sexual Offenses

Any member of the seminary community or third party who attempts either directly or indirectly to violate a Seminary No Contact Restriction or to intimidate, threaten, retaliate, interfere with, restrain, coerce, discriminate against, or harass any person for reporting, attempting to report, or responsibly pursuing a complaint, or any person who is a witness cooperating with the seminary investigation regarding possible violations of any of the seminary's policies regarding sexual misconduct, will be subject to prompt and appropriate disciplinary action, including possible termination or expulsion from the seminary.

Sexual offenses cross the boundaries of gender, age, class, and race. While the majority of victims are female (an estimated one in four women will be sexually abused, and one in eight will be raped in their lifetime), there is a high prevalence of sexual assault among men as well. Thus, all students should be aware of behaviors that constitute a sexual offense, take steps to protect themselves, and know the procedures to report an incident.

- Trust your instincts: if you feel uncomfortable in a situation, leave immediately and seek help;
- Be alert: become familiar with your surroundings and locate exit paths if you need to leave;
- Think ahead: be familiar with the seminary's sexual misconduct policies and how to report incidents of assault.

The majority of sexual offenses are committed by someone the victim knows, so it is important to spend time with people who know well and trust.

Know the Facts

Consent must be active and full. If any type of manipulation, threat, or force is used to obtain a "yes" to sexual activity, the "yes" does not qualify as consent. Silence does not mean "yes." If a person is afraid to say "no," is physically immobilized as a result of coercion, or is incapacitated in any way, that person is unable to consent to sexual activity.

The following six principles provide the basis for consensual sexual activity:

1. Consent to any sexual act or prior consensual sexuality activity between or with any party does not necessarily constitute consent to any other sexual act.
2. Consent is required regardless of whether the person initiating the act is under the influence of a mind-altering substance.
3. Consent may be initially given but withdrawn at any time.
4. Consent cannot be given when a person is incapacitated or lacks the ability to knowingly choose to participate in sexual activity.

5. Consent cannot be given when it is the result of coercion, intimidation, force, or threat of harm.
6. When consent is withdrawn or can no longer be given, sexual activity must stop.

According to New York state law, a minor, defined as anyone less than 17 years of age, is incapable of consenting to sexual activity with a person 18 years of age or older. The seminary adopts this prohibition of sexual activity by adults with minors on all seminary property, and at all seminary-sponsored activities or functions outside of New York State regardless of out-of-state-laws.

When you go out for an evening, tell someone who trust where and with whom you're going and when you will return. When you go out with friends, agree to look out for one another. Do not leave a friend alone with someone you do not know very well.

Never open your door to strangers. Ask for identification and the reason for their visit. Do not be afraid to ask questions or to call the Emergency Number of the local police to report suspicious people. Never let someone into your building unless you know that person lives there. Do not prop any doors open to our building. This is an easy way for a person to gain entry without anyone noticing.

Date/Acquaintance rape occurs when you are forced or manipulated into having sex against your will by someone you know. This is the most common form of sexual assault. In social or intimate settings, communicate your expectations and limits, and demand that they be respected. When a person says "no," the person is communicating his/her limits, not rejecting you as a person.

You are responsible for your actions. Your attraction to someone does not give you the right to ignore that person's expectations and limits. Take the time to listen carefully to what a person is saying. If you feel they are not being direct, or if you are receiving mixed messages, ask the individual to be clearer.

Date rape is a crime. It is never acceptable to use force in sexual situations, no matter what the circumstance. This applies whether the person is a date, boyfriend or girlfriend, or spouse. If you are married, you have the right to refuse sexual activity with your spouse. Prior consent to sexual contact does not compel consent.

Do not be embarrassed to do what is right for you. Do not hesitate to raise your voice, stand up abruptly, scream or shout, or leave. If you see someone else in trouble, intervene. You may save the person from the trauma of a sexual assault.

Substance-related rape occurs when someone slips into a beverage a substance that leaves the person vulnerable to sexual assault. In a social setting, do not leave your beverage unattended or accept a beverage from someone you do not know.

Bystanders

If you suspect that a classmate or acquaintance is in a high-risk situation or being victimized, you should intervene, provided it is safe and reasonable for you to act. If the situation appears threatening, contact the Title IX coordinator or the Academic Dean. Although there is no legal obligation for a bystander to act or intervene, we as Christians should protect and defend those who cannot protect and defend themselves. Students who are ordained might be required by their diocese to report these incidents.

Rape Survivors

The seminary seeks to make sure survivors of rape are cared for physically, spiritually, emotionally, and psychologically. Survivors have many decisions to make (e.g., whether or not to report the incident, to seek medical attention, etc.), and the seminary staff will offer support and guidance to survivors.

In the case of rape, try to remain as calm as possible after the attack in order to think clearly. Find a safe place and call the Emergency Phone. Do not change, shower, or destroy any clothing. The survivor should leave the crime scene exactly as it is in order to preserve any evidence that might be used against the assailant.

The seminary will help the survivor obtain medical attention. A hospital visit is necessary to collect evidence, if criminal charges are to be filed. A rape survivor can request a Sexual Assault Nurse Examiner (SANE) to be present; these nurses are specially trained to treat survivors of sexual assault, and, if desired, to collect evidence through a rape examination.

A rape examination allows evidence to be collected in case a rape survivor wishes to prosecute, even at a later time. However, the examination must be conducted within 72 hours of the incident and includes pelvic examination and testing for the presence of semen; sexually transmitted disease testing; and treatment for possible infection, which may include antibiotics. In order for medical treatments to be provided, the survivor need only consent to the medical examination. In most cases, the hospital will document and store the evidence for a specified time period.

The survivor is not required to report the incident to the police. However, depending on where you are being treated, the hospital may be required to report an incident of sexual assault to the local police. In certain cases, the seminary must notify local law enforcement as required by New York State law. The police will respond and investigate the allegation. The rape survivor makes the decision on whether or not he or she wishes to bring criminal charges against the offender.

Rape survivors should document the incident by writing down every detail about the incident that they can remember. This documentation could be used in a student conduct hearing or in criminal proceedings. Perhaps most importantly, documentation may assist in the healing process.

Rape survivors are encouraged to seek spiritual and psychological counseling, whether on- or off-campus. The seminary will assist the survivor in finding the right priest, therapist and/or agency to help them develop new coping skills in order to find some measure of peace.

Reporting Procedures for the Local Police Departments

Students who choose to notify local police can always do so by calling 911. Students should not hesitate to call the Emergency Phone and speak to a seminary representative, who can assist in making a phone call to the local police.

In sex offense cases, the officers who respond to the call will want to examine the scene of the crime and obtain evidence (clothes, sheets, etc.). If the respondent is known to the complainant, the police will want to interview the respondent and any witnesses to the incident. They will also encourage the filing of a formal complaint. If a complainant would like to press criminal charges against the perpetrator, a hospital visit should be made as soon as possible. The police will encourage a hospital visit at the time of the incident and can assist the complainant in securing necessary transportation to the hospital. If charges are filed, but no arrest has been made, a complainant may have the option to decline further prosecution. If the respondent has already been arrested and indicted, withdrawing charges may not necessary be an option for the complainant.

Appendix 2: Contact Information

Hospitals:

<p>New York-Presbyterian/Lawrence Hospital 55 Palmer Avenue Bronxville, NY 10708 (914) 787-1000</p>	<p>St John’s Riverside Hospital-Andrus Pavilion 967 N. Broadway Yonkers, NY 10701 (914) 964-4444</p>
<p>Westchester Medical Center 100 Woods Rd Valhalla, NY 10595 (914) 493-7000</p>	

Local Police Departments:

<p>Yonkers Police Department 104 S Broadway Yonkers, NY 10701 (914) 377-7900</p>	<p>Tuckahoe Police Headquarters 65 Main St. Tuckahoe, NY 10707 (914) 961-4800</p>
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Rape and Violence Crisis Centers:

<p>RAPE Crisis Hotline (914) 345-9111 24 Hours a day Confidential Free and immediate support and assistance</p>	<p>Safe Horizon’s Rape/Sexual Assault and Incest Hotline (212) 227-3000 24 Hours a day Confidential Free Safety planning, crisis counseling, advocacy with the police</p>
<p>NYC Domestic Violence Hotline (800) 621-HOPE (4673)</p>	<p>New York State Domestic Violence Hotline (800) 942-6906</p>
<p>New York State Office of Victim Services (800) 247-8035 www.ovs.ny.gov</p>	