

Baylor
College of
Medicine

RESOURCES FOR ▶

Survivors of Sexual Violence, Dating Violence, and Stalking

Houston

2020

INTRODUCTION

Baylor College of Medicine is committed to providing a safe and supportive environment for all community members, guests and visitors. We believe that all individuals have the right to be free from all forms of sex and gender-based discrimination, which includes acts of sexual violence, intimate partner violence and stalking.

- ▶ **Sexual Violence** which includes sexual assault and sexual misconduct are physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent.
- ▶ **Dating Violence or Domestic Violence** includes acts of violence that occur in dating relationships or by a current or former spouse. These acts can be physical, sexual, emotional, economic, or psychological, and are used to establish power and control over another person.
- ▶ **Stalking** involves engaging in a course of conduct directed at a specific person which causes that person (or a member of their household) to fear for his/her safety or the safety of others.

We value the ideal of **Respect** and will not tolerate acts of sex or gender-based misconduct. All reports of such behavior are taken seriously. College administrators are here to support you and the information contained in this brochure is intended to help you make informed decision.

IF YOU HAVE EXPERIENCED SEXUAL VIOLENCE, INTIMATE PARTNER VIOLENCE, OR STALKING

- ▶ **Go to a safe place.** This could be the home of a friend, family member, or neighbor, a community center, a fire station or a police station.
- ▶ **Contact someone you trust.** It is important to talk to someone about what has happened. You do not have to go through this alone.
- ▶ **Preserve evidence.** It is important to preserve evidence even if there has not been a decision on whether or not to seek medical care or make a report. Evidence should be collected immediately in order to preserve the quality of the item(s). It is recommended that an individual not shower, bathe, wash hands, use the toilet, change clothes, or wash clothing/bedding after an assault. Items such as clothing/bedding should be placed in a paper bag. Other items such as photographs, videos, audio recordings, and communication via text, emails, and/or social media platforms should be saved.
- ▶ **Seek Medical Attention.** Health care professionals can provide treatment for injuries, test for sexually transmitted infections (STIs), and collect forensic evidence. Forensic exams are performed by specially trained doctors or nurses and can be completed even if an individual has not decided to make a report to local law enforcement. Here in the Texas Medical Center, **Memorial Hermann Hospital** (713.704.1261), **Ben Taub Hospital** (713.873.2000), and **Texas Children's Hospital** (832.824.1000) provide forensic exams.

Around the city of Houston, **Memorial Hermann branch hospitals** (Southwest, Northwest, Southeast, Northeast, Memorial City, Katy, Sugar Land, The Woodlands, Children's Memorial Hermann), and **Methodist Willowbrook** can assist.

The Houston Area Women's Center (713.526.7273, www.hawc.org) and **The Montrose Center (LGBT support and services)**, (713.526.3211, www.montrosecenter.org) can provide free rides to and from the hospital as well as accompaniment from an advocate who can help individuals understand the process, available resources, and will stay during portions of the exam for support if desired.

- ▶ **Seek confidential support.** Baylor offers faculty, staff, residents, postdoctoral trainees and students access to confidential counseling and support services at no additional cost.

Student and House Staff Mental Health Service:
713.798.4881 or student-help@bcm.edu

Wellconnect (students only):
866.640.477 or <http://www.wellconnectbysrs.com>

Employee Assistance Program (EAP) (faculty/staff only):
713.500.3008 or 866.893.3776

- ▶ **Consider making a report.** An individual who has experienced an act of violence or stalking has the option to notify or not notify authorities, including local law enforcement and College administrators. If notified, law enforcement officials can assist in obtaining orders of protection, restraining orders, or other court orders. If notified, College administrators can assist individuals with evaluating their options, contacting the appropriate law enforcement agency, and can offer interim remedial measures such as no-contact orders and assistance with changes to work or academic environments.

REPORTING OPTIONS

Baylor College of Medicine strongly encourages the prompt reporting of sexual violence, intimate partner violence, and stalking to local law enforcement or a College administrator.

Filing a criminal complaint by reporting to local law enforcement agencies:

Baylor College of Medicine Security Office
713.798.3000 extension 8-811 from the BCM phone system
bcm-security@bcm.edu

Texas Medical Center Police
(located in Garage #2)
713.798.5000

Houston Police Department
713.884.3131
www.houstonpolice.org

Houston Police Department Sexual Assault Information Line
713.308.1400
email SAinfo@houstonpolice.org

Harris County Sherriff Office
713.221.6000
www.harriscountytso.org

Filing a complaint by reporting to Baylor College of Medicine:

In addition to or in lieu of reporting a criminal complaint to local law enforcement, individuals who have experienced sexual violence, dating violence, domestic violence, or stalking can file a complaint with Baylor College of Medicine. Complaints to the College can be made even if police conclude there is insufficient evidence for criminal charges, or the victim/survivor does not want to participate further in the College's investigation process.

Title IX Coordinator

Toni Gray
Director of Title IX & Disability Services
Office of Institutional Diversity, Inclusion and Equity
2450 Holcombe Blvd, MS: 411
CCIT Suite, Room O 172
Houston, TX 77021
T: 713.798.8137 | E: Toni.Gray@bcm.edu

Deputy Title IX Coordinator

Marsha Brewington
Office of Institutional Diversity, Inclusion and Equity
2450 Holcombe Blvd, MS: 411
CCIT Suite, Room O 174
Houston, TX 77021
T: 713.798.2527 | E: Marsha.Brewington@bcm.edu

Integrity Hotline

855.764.7292 or <https://secure.ethicspoint.com>
(Enter Organization Name as Baylor College of Medicine)

Filing a complaint anonymously to Baylor College of Medicine:

Individuals who wish to remain anonymous can report by telephone or in writing to the Title IX Coordinator, Deputy Coordinator, or via the Integrity Hotline phone or web portals. Baylor will take seriously and investigate all reports received, however remaining anonymous may hinder the results of the investigation and the College's ability to stop the behavior, remedy its effects, and prevent recurrence.

PRIVACY PROTECTION AND CONFIDENTIAL REPORTING

Privacy protection means that Baylor College of Medicine complies with the Family Educational Rights and Privacy Act (FERPA), and will protect the privacy of any person making a report as well as any individuals named in a report of sexual violence, dating violence, domestic violence, and/or stalking, to the extent possible.

College Administrators must take reasonable steps to safeguard the privacy of those involved by preventing unauthorized access to reports, other written documentation, and any verbal information collected. College Administrators may share information on a "need to know" basis, as required to investigate, adjudicate, and/or implement sanctions arising out of a report. Furthermore, any College Administrator who receives a report of sexual violence, dating violence, domestic violence, or stalking must share the information with Baylor's Title IX Coordinator, unless the Administrator receives the report while providing medical or mental health services.

Confidential reporting means that the information provided will not be shared with anyone else without the consent of the reporter. Individuals desiring strict confidentiality should seek an appointment with a counselor, a health care provider, a religious/faith leader, an off campus crisis resource or victim advocate agency.

Any College Administrator who receives a report of sexual violence, dating violence, domestic violence, or stalking during a patient encounter, or through the provision of medical or mental health services is NOT required to share the information with Baylor's Title IX Coordinator. Confidential reporting is only available through the following Baylor College of Medicine service programs:

Student and House Staff Mental Health Service:

713.798.4881 or student-help@bcm.edu

Wellconnect (students only):

866.640.477 or <http://www.wellconnectbysrs.com>

Employee Assistance Program (EAP) (faculty/staff only):

713.500.3008 or 866-893-3776

RETALIATION

Baylor College of Medicine will not tolerate acts of retaliation in response to or in connection with any report or investigation of sexual violence, dating violence, domestic violence, or stalking. Any individual who believes that he/she has experienced acts of retaliation should report these incidents immediately to the Title IX Coordinator or Deputy Coordinator.

Upon notice of alleged retaliation, the College will take necessary steps to provide a safe academic and working environment. Individuals responsible for retaliation will be met with disciplinary action up to and including removal from the Baylor community.

INVESTIGATION & ADJUDICATION PROCESS

Baylor College of Medicine will take seriously and investigate all reports of sexual violence, dating violence, domestic violence, or stalking. Reported allegations will be investigated by an impartial process that is prompt, fair, and conducted by College administrators who receive specialized training.

During the investigation both Complainants and Respondents will:

- ▶ Receive simultaneous written notice of the initiation and conclusion of an investigation, the investigation findings, recommended sanctions (if applicable), appeal procedures, any changes to sanctions, and when the results become final.
- ▶ Have a support person present throughout the process and during any meetings related to the investigation and/or adjudication of a complaint.

Full information regarding the investigation and adjudication procedures for Baylor community members including the standard of proof, timelines, adjudication procedures, and sanctions can be found in the BCM Policies and Procedures Manual, *02.2.26 Sexual Harassment and Sexual Violence Policy*.

SANCTIONS, PROTECTIVE MEASURES, AND REMEDIES

A person found responsible for engaging in sexual violence, dating violence, domestic violence, or stalking will likely face a recommended sanction ranging from warning to removal from the BCM community, depending on the severity of the incident and taking into consideration any previous policy violations.

In addition to or in lieu of imposed sanctions, individuals who have experienced sexual violence, dating violence, domestic violence, or stalking may wish to prohibit further contact by the person who has harmed or alarmed them. In these cases, there are different types of protective orders that can be requested. College administrators can assist individuals in obtaining a protective order or enforcing a protective order if the order is known.

▶ Temporary Restraining Order

A Temporary Restraining Order (TRO) is issued by civil courts in situations where a lawsuit has been filed (including lawsuits for divorce) to protect an individual from threats, harassment, and harm to themselves, their property, or their children. TROs are filed in the same office as the original lawsuit and can last until the original lawsuit ends.

▶ Protective Orders and Peace Bonds

Protective Orders are issued by civil courts to prevent continuing acts of sexual violence, dating violence, domestic violence or stalking and must be filed in the county in which the victim/survivor or the offender lives. The application in process is free of charge and approved orders can last up to two years.

Peace Bonds are issued by Justices of the Peace in response to threats of harm to an individual or their property. Peace Bonds require that the offender deposit money with the court which will be lost if he/she commits the threatened crime. Requests for peace bond must be filed in the precinct in which the victim/survivor lives. Approved peace bonds can last up to a year.

▶ Baylor College of Medicine No Contact Order

Baylor College of Medicine reserves the right to undertake any action deemed necessary to ensure the safety of the Baylor community members. No Contact Orders are administrative action issued by the College which can limit the contact and/or communication between a Complainant and a Respondent. To request a College administered No Contact Order, please contact the Baylor Title IX Coordinator.

In addition to No Contact Orders, the College may impose other remedies to protect individuals from further harm.

- Relocation of work, academic or extracurricular activities.
- Arranging for a Complainant or Respondent to have the ability to make-up lost work or academic progress without penalty.
- Arranging for a Complainant or Respondent to withdraw from a course without penalty.
- Providing access to counseling, medical and/or academic support services.
- Educational programs or trainings for Baylor community members.

COMMUNITY, STATE, AND NATIONAL RESOURCES

Counseling Services And Shelters

Aid to Victims of Domestic Abuse (AVDA)

Victim advocacy, legal aid Batterer's Intervention Prevention Program
www.avda-tx.org | 713.224.9911

Bridge Over Troubled Water

Domestic violence support
<http://www.thebridgeovertroubledwaters.org> | 713.473.2801

Bering Support Network

LGBT support
<http://www.beringsupportnetwork.org/> | 713.526.1017

FamilyTime Foundation

Domestic violence/sexual violence victim advocacy, counseling, shelter
www.familytimeecc.org | 281.446.2615

Family Service Center

Family Counseling | 713.861.4849

Family Violence Unit

File Charges | 713.308.1100

Houston Area Women's Center

Shelter & Counseling
713.528.2121 | www.hawc.org

JASA House (Just a Sister Away)

Shelter | 713.662.9981

La Rosa

Spanish Women's Support Group | 713.699.3974

Montrose Counseling Center

LGBT Counseling and Support | 713.529.0037

Northwest Assistance Ministries

Shelter & Counseling | 713.885.4673

Salvation Army

Shelter | 713.650.6530

Wellsprings

Transitional Residence Program | 713.529.6559

Legal Services And Protective Orders

Aid to Victims of Domestic Abuse

Protective Orders, Divorce, Custody | 713.224.9911

Catholic Charities

Immigration | 713.228.5200

Gulf Coast Legal Foundation
Divorce and Custody | 713.652.0077

Harris County Family Criminal Law Division
Protective Orders | 713.755.5888

Harris County Victim/ Witness Program
Victim's Compensation and Court Information | 713.755.6655

Houston Volunteer Lawyers
Protective Orders, Divorce, Custody, Immigration
713.228.0732
Texas Advocacy Project
Legal Solutions to End Violence
www.texasadvocacyproject.org

Texas Southern University
AIDS, Homeless, Family, Housing | 713.313.7275

University of Houston Law Center
Family & Poverty Law Clinic | 713.743.2094

Statewide And National Agencies

Office of the Attorney General-Crime Victim's Compensation Division
Applications and brochures with complete information may be obtained from hospitals, law enforcement agencies, prosecutors' offices, and the Crime Victims' Compensation Division in the Office of the Attorney General.
800.983.9933 or 512.936.1200 (TDD)

Texas Council on Family Violence
Training and technical assistance, community education, legislative advocacy, heightening public awareness, providing resource files, a lending library, and operates the National Domestic Hotline. www.ndvh.org | 512.794.1133

Texas Crime Victim Clearinghouse
Toll free victim assistance resource and referral, crime victim rights brochure, victim impact statement information, workshops for law enforcement and criminal justice professionals, Governor's Training Conference on Victim Assistance. 800.848.4284

National Sexual Assault Hotline (RAINN)
800.656.HOPE (4673)

National Domestic Violence Hotline
800.799.SAFE (7233) or 800.787.3224 (TDD)
The National Center for Victims of Crime
800.FYI.CALL, M-F 8:30 PM EST

United Way
(Information on Community Resources) | 713.957.4357

YMCA International Service
Immigration | 713.995.4005