

## If you have experienced Sexual Misconduct, Sexual Harassment, Relationship Violence, Stalking or Sexual Exploitation

### IMMEDIATE STEPS

**Go to a safe place.** Seek out a friend, your RA's room, or any open offices on campus.

**Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.

**Preserve evidence.** After sexual violence, do not shower until you have considered whether to have a no-cost forensic sexual assault examination at the hospital, and save the clothes you were wearing (unwashed) in a paper bag. After sexual violence, relationship violence and/or stalking, take photos of any damage or injury and keep communication records (texts, images, social media, email, etc). Leave the area where assault occurred undisturbed.

### WITHIN 24 HOURS

**Confidential support.** You may want to turn to a confidential advocate or counselor for support and advice. They will talk with you about your options for additional support services and reporting.

**Get medical attention.** After unwanted physical contact, get medical attention. A medical provider can check for and treat physical injury, sexually transmitted infections and pregnancy. You do not need to make a formal report or press charges to receive medical care.

### NEXT STEP OPTIONS

**Report.** You are encouraged to report what happened to both the police and the Title IX Coordinator in the Office of Institutional Diversity, Equity and Access (IDEA). You, as the impacted party, can decide how much you would like to participate in any investigation process. There may be time limits for you to file a formal complaint with IDEA; thus, you should contact the Office of IDEA as soon as possible for assistance.

**Murray State University can help.** The Office of IDEA can help you with interim measures or changes to your on-campus housing, classes, on-campus work assignments and more. You do not need to make a formal complaint or press charges to receive help from Murray State.

## Murray State University's Commitment to a Safe and Supportive Community

Murray State is committed to creating and maintaining a campus environment free from all forms of sexual misconduct, sexual harassment, relationship violence, stalking and sexual exploitation. The University takes all reports seriously.

## COMPLAINT PROCEDURES FOR TITLE IX RELATED CONDUCT

This pamphlet is a summary of University policies and practices.

You have the right to file a complaint. Penalties for violations of Murray State's policies which condemn acts of sexual harassment, sexual violence and misconduct, relationship violence and stalking can include sanctions up to and including termination (for employees), expulsion (for students) and ban from campus (for non-University individuals). Reference should be made to the following, found at [murraystate.edu/policies](http://murraystate.edu/policies), for complete information:

### Grievance Procedures

### Student Disciplinary Procedures

### Sexual Violence and Misconduct Policy

### Sexual Harassment Policy

### Questions?

If you have any questions, please contact the Executive Director of IDEA/Title IX Coordinator.



## ADDITIONAL RESOURCES

### How to Obtain a Protective Order

A survivor may also choose to obtain a protective/restraining order. Protective orders are civil court orders to protect survivors who have experienced or are reasonably in fear of physical violence, sexual assault or stalking by another individual.

[courts.ky.gov/resources/publicationsresources/Publications/P123ProtectiveOrderBooklet.pdf](https://courts.ky.gov/resources/publicationsresources/Publications/P123ProtectiveOrderBooklet.pdf)

### Resources for Legal Representation and Immigration Relief

[kybar.org/search/custom.asp?id=2947](http://kybar.org/search/custom.asp?id=2947)

## TERMS TO KNOW

Please note that the full definitions for these terms are contained within Murray State University's Policy prohibiting Sexual Violence and Misconduct. Visit [murraystate.edu/titleix](http://murraystate.edu/titleix) for additional information.

### What is sexual violence and misconduct?

Sexual violence and misconduct refers to any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Examples include: sexual assault (such as rape, fondling or incest) and sexually exploitative behavior.

### What is consent?

Consent is informed, freely given and mutually agreed-upon sexual activity. Consent to one form of sexual activity (like kissing) does not imply consent to other forms of sexual activity (like sex). The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent to sexual activity does not imply ongoing future consent.

### What is relationship violence?

Relationship violence is a term which includes dating and domestic violence. Dating violence includes sexual or physical abuse or the threat of such abuse committed by a person who is/has been in a romantic or intimate relationship with the victim. Domestic violence means physical injury, serious physical injury, sexual abuse or assault, or the infliction of fear of imminent physical injury, serious physical injury, sexual abuse or assault, or any felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is living with/has lived with the victim as a spouse or intimate partner; or by another person against a victim protected under the domestic or family violence laws where the crime occurred. Relationship violence can be verbal, and/or physical. Examples include: slapping, pulling hair, name calling, damaging property and threats of abuse or physical harm.

### What is stalking?

To stalk someone means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Examples include: repeated non-consensual communications (in person, text, phone, social media, email), surveillance or showing up at the targeted person's classroom or workplace.

### What is sexually exploitative behavior?

Sexually exploitative behavior occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior is not rape, fondling, incest or statutory rape. Examples include: video/audio-taping or photographing of sexual activity, or posting or distribution of materials involving the sexual activity of another person via the Internet or other media, exposing one's genitals, inducing incapacitation for the purpose of engaging in sexual conduct, or observing without consent a person who is naked, in the process of undressing or engaging in sexual acts.



## REPORTING and RESOURCES

### A guide for addressing allegations of Sexual Misconduct, Sexual Violence, Relationship Violence, Stalking and Sexual Exploitation



### Office of Institutional Diversity, Equity and Access (IDEA)

103 Wells Hall • Murray, KY 42071  
270-809-3155 • 270-809-6887 fax • 270-809-3361 TDD  
[murraystate.edu/idea](http://murraystate.edu/idea)

**Executive Director of IDEA/Title IX Coordinator:**  
*Camisha Pierce Duffy*

**Deputy Title IX Coordinator and Investigators:**  
*Blaire Bushart Gray*  
*J. Owen Butler*

July 2024 removed Assessment Center reference



## REPORTING AND INVESTIGATIONS

Complainants are strongly encouraged to make a report to both the police and to the Office of Institutional Diversity, Equity and Access (IDEA) for assistance and investigation. Reporting can help to ensure the safety of the complainant and the entire campus community. Complainants have the right to report assaults without further participation in any investigation. Complainants have the option to decline to notify law enforcement if a sexual offense, domestic violence, dating violence, sexual assault or stalking has occurred.

### Murray State University Police Department

Available 24 hours a day, 7 days a week

Corner of Chestnut and 16th Streets • 270-809-2222

- Responsible for all criminal investigations for on-campus crimes
- Will take a report from you but you are not required to press charges
- Website provides for a Sexual Assault Anonymous Report form

### The Office of Institutional Diversity, Equity and Access (IDEA) and the Title IX Coordinator

103 Wells Hall • 270-809-3155 • [msu.titleix@murraystate.edu](mailto:msu.titleix@murraystate.edu)

- Investigates allegations of violations of Murray State's policies that condemn acts of sexual harassment, sexual violence and misconduct, relationship violence and stalking, including matters which may have occurred off campus
- Provides University no contact orders and works with University Police to act on lawful orders issued by the courts related to Title IX
- IDEA's Executive Director and Title IX coordinator, Camisha Pierce Duffy, coordinates the institutional response for matters related to sexual harassment, sexual violence and misconduct, relationship violence and stalking that are reported to IDEA
- Oversees ongoing educational sessions offered by IDEA

## CAMPUS RESOURCES

To address occurrences of Sexual Misconduct, Sexual Harassment, Sexual Assault, Sexual Violence, Relationship Violence, Stalking and Sexual Exploitation

### Title IX Coordinator

#### Camisha Pierce Duffy

Executive Director  
103 Wells Hall  
270-809-3155  
[msu.titleix@murraystate.edu](mailto:msu.titleix@murraystate.edu)

### Counseling for NON-STUDENTS

Employees have the EAP (Employee Assistance Program) for professional help with issues such as: emotional difficulties, stress, relationship problems, parent/child/family conflicts, financial and legal, alcohol/drug problems, marital distress, etc.

1-800-441-1EAP

### Free and Confidential.



GET THE APP for SAFETY

Quick access to Public Safety Reporting and Prevention Tool  
Download LiveSafe today!

## ADDITIONAL RESOURCES

**Health Care Providers** - Primary Care available to provide non-emergency medical attention or information, 270-809-3809. Murray-Calloway County Hospital (Murray) 270-762-1100. External to main campus, contact local hospital in your area.

**Murray State University Police** – contact immediately if you are injured, in need of emergency assistance, any type of harassment has occurred or a potential crime has been committed, 270-809-2222

**Murray Campus access to local Police** - call 911, (Murray Police) 270-753-1621, (Calloway County Sheriff) 270-753-3151

**Office of Institutional Diversity, Equity and Access** – contact immediately if you experience or become aware of illegal harassment or discrimination or violation of University's Non-discrimination Statement, 270-809-3155

**Office of Student Affairs and Student Judicial Board** – contact if there is a student policy violation, 270-809-6832

**Women's Center** – promotes women's physical and mental health including advocacy, 270-809-3140

**University Counseling** – contact if there are mental health concerns, 270-809-6851

**Domestic Violence Resource** - Merryman House Domestic Violence Crisis Center 1-800-585-2686

**Regional Campuses access to local Police** – Hopkinsville 270-890-1500, Madisonville 270-821-1720, Henderson 270-831-1295 and Paducah 270-444-8550

**Regional Campuses access to Counseling** – Hopkinsville and Madisonville – Sanctuary, Inc. 800-766-0000 / 270-885-4572, Henderson – New Beginnings 800-226-7273 (in Owensboro) and Paducah – Lotus 800-928-7273

**TimelyCare** – provides virtual mental health services, (1-833-4TIMELY) or (1-833-484-6359) or get the TimelyCare app today!

This poster may be accessed online at: [murraystate.edu/headermenu/administration/titleix/resources.aspx](http://murraystate.edu/headermenu/administration/titleix/resources.aspx). Equal education and employment opportunities M/F/D, AA employer.



## CONFIDENTIAL RESOURCES\*

NOT required to report personally identifiable information to Title IX Coordinator or the University Police when operating in their respective role as counselor or victims advocate.

### Women's Center

103C Applied Science Bldg. • 270-809-3140  
• Education and advocacy

### University Counseling

104C Applied Science Bldg. • 270-809-6851  
• Counseling for recent or past victim-survivors

### After Hours Emergencies:

- Contact Murray State University Police Department to be connected with counseling options: 270-809-2222

### Murray State University Psychological Center

401 Wells Hall • 270-809-2504

\*Note that even individuals who can typically maintain confidentiality are subject to exceptions under the law, including when an individual is a threat to themselves or others and the mandatory reporting of child abuse.

## HEALTH RESOURCES

\*Unless the victim requests anonymity, in which event the University Police are not provided personally identifiable information, whereas IDEA should be provided all information including personally identifiable information.

If you report a matter related to sexual harassment, sexual violence and misconduct, relationship violence and stalking to a University employee, other than one listed above under Confidential Resources, the matter, including personally identifying information, will be reported to the Executive Director of IDEA/Title IX.

