

**Consent:** Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed-upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if they are incapacitated, meaning they are disabled or deprived of the ability to act or reason for one's self, including mental disability or involuntary physical restraint; is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs.

**Amnesty:** The College encourages a culture of reporting sexual violence. Parties and witnesses acting in good faith by reporting or participating in the investigative process are offered amnesty for policy violations related to alcohol and/or drug use. This allows for reporting without fear of disciplinary action.

**Retaliation:** Any intentional adverse action taken against an individual involved in the Title IX process is prohibited. Retaliation is subject to immediate disciplinary action.



2020-2021

# TITLE IX RESOURCE GUIDE

Cedar Crest College is committed to the health, safety and well being of all members of the College community, ensuring that everyone has a learning and working environment that is free from sexual misconduct and sexual harassment. Any acts of sexual misconduct, sexual harassment, dating violence, domestic violence or stalking are prohibited without exception. Cedar Crest College expects all members of the College community to share in the responsibility for ensuring that the College environment is free from any form of abuse, violence or verbal or physical intimidation.



CEDAR CREST  
COLLEGE

Title IX Coordinator:  
**Lisa Garbacik, Executive Director of Human Resources**  
Blaney Hall, Room 104  
Lisa.Garbacik@cedarcrest.edu  
610-606-4666 x3584



CEDAR CREST  
COLLEGE

## Understanding Title IX

Title IX encompasses sex and gender discrimination, including all forms of sexual misconduct, and applies to individuals of any sex, gender identity, and gender expression.

**Sexual Harassment:** Unwelcome sexual or gender-based verbal, written, visual, online, and/or physical conduct, that either occurs when a power differential exists (quid pro quo) or creates a hostile environment.

**Sexual Assault:** Non-consensual sexual penetration and/or non-consensual sexual contact, however slight, with any body part or object, by an individual upon another, that is without consent and/or by force or coercion.

**Sexual Exploitation:** Involves an individual taking non-consensual or abusive sexual advantage of another, including, but not limited to, voyeurism, exposure, prostitution, use of date rape drugs, or taking/distributing sexual photos/videos.

**Intimate Partner Violence:** Any instance of violence or abuse (verbal, physical, or psychological) that occurs between those who are in, or have been, in an intimate relationship with each other.

**Stalking:** Repetitive acts and/or communications targeted at an individual that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress.

## Reporting Options:

**Report online anytime. Report may be made anonymously.**

[www.cedarcrest.edu/reportingform](http://www.cedarcrest.edu/reportingform)

### General Title IX concerns and inquiries:

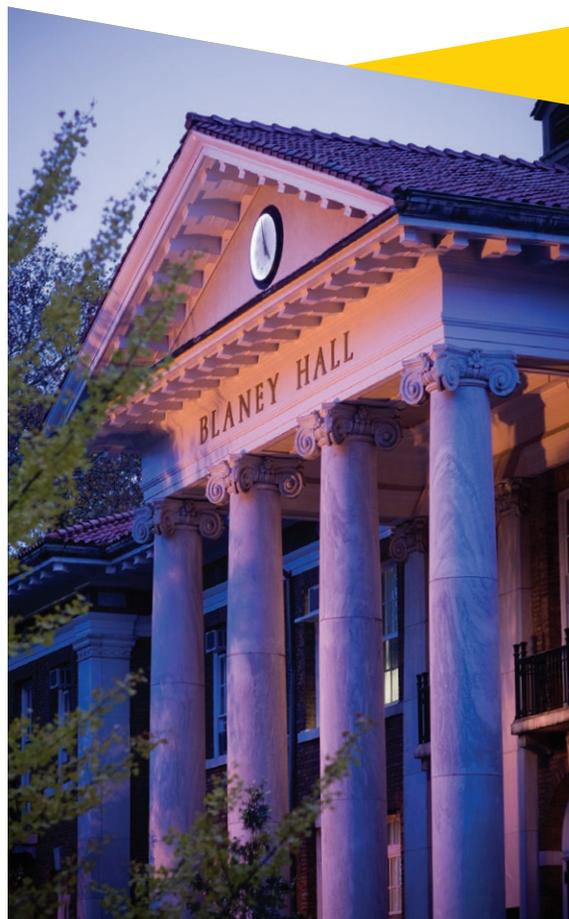
Lisa Garbacik, Executive Director of Human Resources/  
Title IX Coordinator, Blaney Hall, Room 104  
610-606-4666 x3584, TitleIX@cedarcrest.edu

**Campus Police:** 610-437-4471

## Campus Procedures:

Following receipt or notice of a complaint, the Title IX Coordinator or Deputy Coordinator will make an initial determination as to whether the information has merit to reasonably indicate there may have been a violation of College policy. If it appears a violation of Title IX may have occurred, an investigation will begin.

Supportive measures may be implemented to restore and preserve equal access to College programs or activities and to protect the safety of all parties, including the campus community.



## Support

### Confidential Campus Resources

Traditional Students:  
Student Health and Counseling Services  
610-606-4640  
Curtis Hall, Room 106

Employees:  
Preferred EAP 610-433-8550  
[www.preferreddeap.org/for-employees.aspx](http://www.preferreddeap.org/for-employees.aspx)

### Confidential Community Resources:

Crime Victims Council 24-Hour Rape Crisis  
Hotline  
610-437-6611

Turning Point 24-Hour Domestic Violence  
Helpline  
877-438-4957

RAINN (Rape, Abuse and Incest National  
Network)  
800-656-4673

### Medical Resources:

Lehigh Valley Health Network  
1200 S. Cedar Crest Boulevard, 610-402-8000

St. Luke's University Health Network Allentown  
1736 Hamilton Street, 610-628-8300

Seek immediate medical attention. Do not wash or change clothes. Preserve physical evidence such as bedding or clothing. Seek emotional support from resources on or off-campus.