

Rights and Options for Respondents

The following information provides a summary of your rights and options as a Respondent under the University's policies addressing sex discrimination, sexual harassment, sexual violence (including sexual assault), dating violence, domestic violence, or stalking at the University of Phoenix. If you or someone you know is accused of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, stalking, or retaliation (which means you or the other person is now a "respondent"), the University of Phoenix has resources available. It is natural to feel confused, afraid, or overwhelmed, and there is no way to know how you will respond until you are in this position. Please contact the Title IX Coordinator or your local Campus Safety Coordinator if you have any questions about this information.

Title IX Coordinator
Bridget Beville, JD
602.557.1823
TIXC@phoenix.edu

Campus Safety Coordinators
Campus Safety Contact List
https://www.phoenix.edu/about_us/campus-safety/campus-safety-contact-list.html

Security Operations Center
Available 24/7/365
866.992.3301
SOC@phoenix.edu

The University's Equal Opportunity, Harassment, and Nondiscrimination Policy (the "Policy") may be viewed in its entirety at:

https://www.phoenix.edu/about_us/title-ix.html

Proactive Steps

- **Understand the University's policy.** It is important to understand the University's Equal Opportunity, Harassment, and Nondiscrimination Policy. The Policy provides definitions for conduct that violate the Policy and explains the protocols followed after a complaint is received.
- **Utilize support services.** It is important to utilize support services and know your options. As a respondent, you may be experiencing many changes, such as no contact orders, academic changes (i.e. changes to your schedule), or even an investigation by the University or law enforcement. It is important to have a support system when dealing with these processes and the University has resources for both complainants and respondents. Once you have become aware of a complaint against you, you have several options, including, but not limited to:
 - Contacting parents or a relative
 - Seeking legal advice
 - Seeking personal counseling
 - Requesting further information about the investigation and resolution process

- The University's **Equal Opportunity, Harassment, and Nondiscrimination Policy** governs complaints of sex discrimination, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking. The policy's Grievance Process:
 - Provides a prompt, fair, and impartial investigation and resolution of complaints using a preponderance of the evidence standard, meaning it is more likely than not that the alleged conduct occurred.
 - Is carried out by University officials who receive annual training on issues related to sex discrimination, domestic violence, dating violence, sexual assault, and stalking; the scope of the University's education programs or activities; and how to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias.
 - Allows both parties to have an advisor to accompany them to meetings related to the process, to advise the party on the process, and to conduct cross-examination for the party at a Formal Grievance Process hearing, if any.
 - The University does not limit your choice of advisor.
 - Ensures that both parties are notified simultaneously in writing of the outcome of the investigation and resolution proceedings, the procedure to appeal the outcome, any change to the outcome that occurs before the outcome is final, and when such outcome becomes final.

Possible Interim Measures and Sanctions

- **Interim measures.** At any time during the investigation, the University may impose interim measures for the parties or witnesses for the protection of those involved and to ensure equal access to the University's educational programs and activities. These may include placing limitations on contact between the parties, suspension, or making alternative academic or workplace arrangements.
- **Sanctions.** If there is a finding that a violation of the Policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline of the respondent, including written reprimand, probation, suspension, termination, or expulsion.

Resources Available

Below is a list of resources that may be helpful. Please contact the Title IX Coordinator or the Campus Safety Coordinator if you want to discuss these resources or other resources that may be available.

Student and Employee Assistance Programs

- **Student resources.** Currently enrolled students can access the Life Resource Center from the online student eCampus website at <https://ecampus.phoenix.edu> under the "Program" tab in the Student Support section. The Life Resource Center offers services that are confidential, available 24/7, accessible by calling 866.320.2817, and free to students. Services include:
 - The Online Counseling Center to get short-term counseling on issues including managing stress, relationship issues, family concerns, substance abuse, grief, trauma, loss, anxiety, and depression
 - Life coaches to assist in areas such as time management skills, work-life balance skills, managing change/transitions, and managing stress
- **Employee resources.** The University provides an Employee Assistance Program (EAP) as an employee benefit. All employees have access to the EAP whether or not they obtain other benefits through the University. Information about the program is available at all times through the Benefit Central site at <https://compass.empyreanbenefits.com/UOPX>. Services include:
 - Treatment sessions and referrals
 - Work-life services for problems such as legal, financial, identity theft, child and elder care, and housing

National Resources

- **Crisis Text Line.** Anyone, from anywhere in the U.S., anytime, can text about any type of crisis to reach a live, trained crisis counselor: text HOME to 741741. You can also visit <https://www.crisistextline.org/> for more information.
- **National Suicide Prevention Lifeline.** Provides 24/7, free, and confidential support for people in distress: 800.273.TALK (8255). Online chat is also available at <https://suicidepreventionlifeline.org/>.
- **FIRE.** The Foundation for Individual Rights in Education (FIRE) defends and sustains individual rights of students and faculty members. A case can be submitted online at <https://www.thefire.org/resources/submit-a-case/>.
- **DOD Safe Helpline.** Members of the Department of Defense (DoD) community affected by sexual violence can receive live, free, confidential help through the DoD Safe Helpline at 877.995.5247. For more information visit <https://www.safehelpline.org>.
- **Student Financial Aid.** Additional information on student financial aid is available at <https://studentaid.gov/> and <https://www.finaid.org/>. Students are also encouraged to discuss questions or concerns with their school finance advisor.

National Legal Services

- **ABA Center for Pro Bono.** Many communities offer legal services or have legal aid societies which provide free or reduced cost legal assistance and/or representation. Visit the American Bar Association's Center for Pro Bono at <https://www.americanbar.org/groups/center-pro-bono/> for more information.
- **U.S. Citizenship and Immigration Services.** Information on the legal rights available to immigrants in the U.S. can be found at <https://www.uscis.gov/>.