Ponce Health Sciences University

Sexual Harassment, Sexual Violence, Gender Discrimination Policy
(Title IX Policy)

Rev. September 2021
# Table of Contents

Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>Jurisdiction</td>
<td>3</td>
</tr>
<tr>
<td>Legal Basis</td>
<td>3</td>
</tr>
<tr>
<td>Scope</td>
<td>4</td>
</tr>
<tr>
<td>Justification</td>
<td>4</td>
</tr>
<tr>
<td>Policy</td>
<td>4</td>
</tr>
<tr>
<td>Definitions</td>
<td>5</td>
</tr>
<tr>
<td>Reporting a Concern</td>
<td>7</td>
</tr>
<tr>
<td>Title IX Office Staff</td>
<td>8</td>
</tr>
<tr>
<td>Confidentiality and Confidential Resources</td>
<td>9</td>
</tr>
<tr>
<td>Investigation Process</td>
<td>10</td>
</tr>
<tr>
<td>Sanctions</td>
<td>13</td>
</tr>
<tr>
<td>Appeal</td>
<td>13</td>
</tr>
<tr>
<td>Information and Community Support Services</td>
<td>13</td>
</tr>
<tr>
<td>Campus Resources</td>
<td>14</td>
</tr>
<tr>
<td>Community Resources for Main Campus and San Juan Learning Center</td>
<td>14</td>
</tr>
<tr>
<td>Community Resources for St. Louis Campus</td>
<td>15</td>
</tr>
<tr>
<td>Amendments</td>
<td>16</td>
</tr>
<tr>
<td>Repeal and Validity</td>
<td>16</td>
</tr>
<tr>
<td>Approval</td>
<td>16</td>
</tr>
</tbody>
</table>
SEXUAL HARRASMENT, SEXUAL VIOLENCE, GENDER DISCRIMINATION POLICY (TITLE IX POLICY)

Introduction

Title IX of the Educational Amendments of 1972 and its implementing regulations (34 CFR § 106) as administered by the Office for Civil Rights of the Department of Education (collectively referred to as “Title IX”) explicitly prohibits discrimination based on sex by any institution of higher education that receives federal funds. Under Title IX, certain types of sexual harassment, when occurring within the United States and its territories and commonwealths and within the University’s education programs and activities, constitute a form of prohibited sex discrimination.

On May 6, 2020, the United States Department of Education issued new regulations, effective August 14, 2020, defining sexual harassment under Title IX of the Education Amendments of 1972 (“Title IX”) to include three categories of misconduct on the basis of sex that occur within the University’s education programs or activities: quid pro quo harassment by an employee; severe, pervasive, and objectively offensive unwelcome conduct of a sexual nature; and Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined under the Clery Act and VAWA.

While PHSU prohibits all forms of discrimination and harassment, including sexual misconduct, this policy applies only to Sexual Harassment under Title IX as defined below. Discriminatory and/or harassing conduct falling outside of the purview of this policy may be addressed by other Ponce Health Sciences University policies (e.g. Student Handbook, Faculty Handbook, and Staff Handbook).

Jurisdiction

This policy addresses Ponce Health Sciences University responsibilities under regulations promulgated under Title IX and meets the requirements of federal and state civil rights laws and regulations to provide for a prompt, fair, and equitable administrative process to respond consistently and effectively to allegations of alleged discrimination, sexual misconduct, and retaliation across all PHSU’s campuses or learning centers.

The rules and procedures described in this normative document apply to apply to all students, registered student organizations, faculty and staff employees, guests, visitors or third-party affiliate who has a formal (including contractual) relationship with the University, across all campuses and programs of the University within the United States and abroad and, all those persons who are within the scope of the University control will be considered.

Legal Basis

The procedures outlined below are based on those provided in the Title IX common rule 65 F.R. 52867 and, are also codified in the Department of Education Title IX implementing regulations, 34 C.F.R. 106.4 – 106.9.

This policy is approved by the Institutional Management Committee and is effective as of November 11, 2020.
Scope

PHSU is committed to promote and develop an environment free of any type of inappropriate gender based conduct. The University promotes an inclusive environment where diversity is key for academic and professional development. Discrimination or violence based on sex (gender) will not be tolerated. All students (as well as other persons) at recipient institutions are protected by Title IX – regardless of their sex, sexual orientation, gender identity, part – or – full-time status, disability, race or national origin – in all aspects of a recipient’s educational programs and activities.

Justification

The Title IX Policy ensures appropriate processes and the investigation of Complaints related to sexual, harassment, sexual violence and gender discrimination guaranteeing the due process recommended by the Federal Department of Education.

Policy

Procedural Requirements
The procedures outlined below are based on those provided in the Title IX common rule 65 F.R. 52867 and, are also codified in the Department of Education Title IX implementing regulations, 34 C.F.R. 106.4 – 106.9.

Dissemination of the Policy
The Institution is responsible for the notification and dissemination of the policy. PHSU make sure that this policy is annually distributed and easily understood. The Institution must publish the first notice of this Policy in every institutional, student or alumni publications, and by letter or memorandum to students and employees. After the initial publication, all memoranda, bulletins, catalogs, and applications must contain a similar notice.

Designation of the Title IX Coordinator
Institutions must designate a least one employee to serve as a Title IX Coordinator. This employee is responsible for coordinating the Institutional efforts to comply with and carry out the responsibilities under Title IX and the implementation of its regulations, including: coordinating the recipient’s responses to all Complaints involving possible sex discrimination, monitoring outcomes, identifying and addressing any patterns, and assessing effects on the campus climate. The coordinator’s name, address, and phone number must be communicated to all applicants, participants, and employees.

Title IX Coordinator
Jonaira Arroyo, M. Ed, CPL
787-840-2575 Ext. 5734
jarroyo@psm.edu

Adoption of grievance procedures
One of the important aspects of Title IX and its regulations is their requirement that recipients adopt and publish internal grievance procedures to promptly and equitably resolve Complaints alleging discrimination on the basis of sex.
Definitions

The following terms and definitions are important components of this policy. The definitions are intended to give meaning to these terms in the context of PHSU’s policy. Criminal and other applicable state laws and regulations may use different definitions of these terms.

1. Prohibited Conducts

Prohibited conduct ranges from sexual harassment to sexual misconduct. The following conduct definitions are considered violations to the PHSU Title IX Policy:

Sexual harassment

The Title IX regulations define sexual harassment as conduct on the basis of sex that satisfies one or more of the following:

i. **Quid Pro Quo Sexual Harassment**: An employee of PHSU conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct.

ii. **Hostile Environment Sexual Harassment**: Unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to PHSU’s Education Program or Activity.

iii. **Title IX Sexual Assault**: Title IX Sexual Assault as defined in 20 U.S.C. 1092(f)(6)(A)(v). Under 20 U.S.C. 1092(f)(6)(A)(v), the term “sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. The Uniform Crime Reporting System includes the following offenses as forcible or nonforcible sex offenses:

- **Rape**: The penetration, no matter how slight, of the vagina or anus with any body part or object or instrument, or oral penetration by a sex organ of another person, without the consent of the victim or where the victim is incapable of giving consent, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. Attempted rape is included. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.

- **Fondling**: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

- **Incest**: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law1.

- **Statutory Rape**: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

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1 In Puerto Rico the incestuous relationships occur between parent, child, sibling, or grandchild.
iv. **Title IX Dating Violence**: “dating violence” as defined in 34 U.S.C. 12291(a)(10). Under 34 U.S.C. 12291(a)(10), the term “dating violence” means violence committed by a person:

   A. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and

   B. where the existence of such a relationship shall be determined based on a consideration of the following factors:

       (i) The length of the relationship.
       (ii) The type of relationship.
       (iii) The frequency of interaction between the persons involved in the relationship.

v. **Title IX Domestic Violence**: “domestic violence” as defined in 34 U.S.C. 12291(a)(8) includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

vi. **Title IX Stalking**: “stalking” as defined in 34 U.S.C. 12291(a)(30), means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

   A. fear for their safety or the safety of others; or

   B. suffer substantial emotional distress.

2. **Participants**

   a. **Complainant** means an individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment under this policy.

   b. **Respondent** means an individual who has been reported to be the perpetrator of conduct that could constitute Title IX Sexual Harassment under this policy.

   c. **Parties** is a term that refers to the Complainant and Respondent collectively.

3. **Supportive Measures**

   **Supportive Measures** are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Supportive Measures may include:

   - Referral to health care providers, if necessary
   - Arranging for medical services
   - Imposition of a campus “no-contact order” (mutual restrictions)
   - Class or course reassignments or reschedule
   - Change in work schedule or job assignment
   - Options for reserved parking space
   - Limiting access to certain University facilities or activities
   - Separation from job (employees) or academic activities (students) until the resolution of the
complaint or end of the investigation
- Professional Counseling
- Increased security and monitoring of certain areas of the campus; and
- Other similar measures.

### 4. Formal Complaint

A Formal Complaint is a document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Sexual Harassment against a Respondent and requesting that PHSU investigate the allegation of Title IX Sexual Harassment. In order for PHSU to proceed to an investigation, at the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in PHSU’s Education Programs or Activities. A “document filed by a Complainant” means a document or electronic submission (such as an email) that contains the Complainant’s physical or electronic signature or otherwise indicates that the Complainant is the person filing the Formal Complaint.

**Reporting a Concern**

Any member of PHSU community who thinks that they have been subjected to sex discrimination, sexual assault, sexual harassment or sexual misconduct by another student, member of the faculty or staff, campus visitor or contractor, is encouraged to report the incident to the Title IX Coordinator or Title IX Campus Delegate. PHSU will respond promptly and in a manner that is not deliberately indifferent to all claims and formal Complaints to which the University has actual knowledge of sexual harassment, in an education program or activity.

**Formal Complaint**

A Formal Complaint must include the following information:

- the identity and status (roles) of the Complainant and Respondent(s);
- details concerning the incident(s) or conduct that gave rise to the complaint;
- date(s) and time of the incident;
- location(s) of the incident(s);
- nature of the conduct (provide specific details);
- the identity and status of any witness(es) to the incident(s) with telephone numbers, email addresses, and street addresses if known.
- date of previous report.

**Mandatory Reporters**

Under Title IX regulations, only “officials with authority”, who can institute corrective or remedial measures in regards to any reports, or possible allegations, of sexual discrimination or misconduct, are required to report to the Title IX coordinator. For the purpose of this policy, the following individuals are considered “officials with authority”, and are recognized as mandated reporters:

- Supervisors
- Administrators
- Faculty Members
- Teacher Assistants

Mandatory reporters are obligated to report incidents of sex discrimination, sexual harassment or sexual
assault that come to his or her attention; even though there is no formal complaint filed. Failure to fulfill this reporting obligation will be referred to the appropriate office for corrective action. The University encourages all individuals – including students not referenced above – to report sexual misconduct (including Title IX Sexual Harassment) of which they become aware to the Title IX Coordinator.

**Response to a Formal Complaint**

Upon receipt of a report, the Title IX Coordinator will contact the person who may have been impacted by the concern. In response to a Formal Complaint, PHSU will treat Complainants and Respondents equitably by offering supportive measures and following the grievance process established in this policy, before the imposition of any disciplinary sanctions or other actions that are not supportive measures.

**Supportive Measures**

Supportive measures are designed to restore or preserve equal access to PHSU’s education program or activity without unreasonably burdening the other party. Its purpose is to: (a) protect the safety of all parties or educational environment, or (b) deter sexual harassment.

The Title IX Coordinator will contact the Complainant and the Respondent to discuss the supportive measures available and to consider their wishes and will inform them of the supportive measures that will be implemented. The Title IX Coordinator may offer one or a combination of supportive measures defined above.

The staff identified below are specially trained to work with individuals who report or are accused of Title IX Sexual Harassment and have knowledge about on- and off- campus resources, services, and options, including the availability of supportive measures:

**Title IX Office Staff**

**Title IX Coordinator**
Jonaira Arroyo, M. Ed, LPC
787-840-2575 Ext. 5734
jarrovo@psm.edu

**Title IX Deputy-Human Resources**
Aixa Ramos, PHR
787-840-2575 Ext. 54767
aramos@psm.edu

**Title IX Delegate – San Juan Learning Center**
Mariela Gonzalez-Ramirez
787-728-2121
939-438-2399
margonzalez@psm.edu

**Title IX Delegate – St. Louis Campus**
Palka Kumar
314-499-6808
pkumar@psm.edu
**Reporting Incidents to Law Enforcement**

An individual who has experienced Sexual Assault, Dating Violence, Domestic Violence, or Stalking has the right to choose whether to file a police report. PHSU recommends, but does not require, the victims to report criminal concerns to the Police. Filing a police report can result in the investigation of whether sexual violence or related crimes occurred and the prosecution of the perpetrator. Timely reporting to the police is an important factor in successful investigation and prosecution of crimes, including sexual violence.

**Title IX Retaliation**

Neither PHSU nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or this policy, or because the individual has, in good faith, made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Complaints of Title IX Retaliation may be made by contacting the Title IX Coordinator.

**Complaint dismissal**

In a case where the Complainant files a Formal Complaint, the Title IX Coordinator will conduct an initial inquiry to assess whether the allegations can be substantiated; if not substantiated, the Title IX Office must dismiss a formal Complaint under the following circumstances:

- the alleged matter does not meet the Title IX definition of sexual harassment as described above;
- the alleged matter does not arise from a PHSU education program or activity of;
- the alleged matter is not raised against a person in the United States;
- the alleged matter occurred before August 14, 2020.

Also, the Title IX Office may dismiss a Formal Complaint under the following circumstances:

- the Complainant submits a written request to withdraw the complaint;
- the Respondent is no longer at the University.

The Title IX Office may refer the subject matter of the Formal Complaint to other University offices, as appropriate. Employees will be referred to the Human Resources Office.

**Appealing Dismissal of Formal Complaint**

Appeals pertaining to the dismissal of a Formal Complaint must be submitted to the Title IX Coordinator within three (3) business days from receipt of the complaint dismissal. The appeal must meet one or more of the following: procedural irregularity, new evidence, or evidence of conflict of interest/bias.

**Confidentiality and Confidential Resources**

**Confidentiality**

PHSU will make reasonable and appropriate efforts to preserve the confidentiality in cases involving sexual violence. Even if a party does not specifically ask for confidentiality, PHSU should only disclose information regarding alleged incidents of sexual violence to individuals who are responsible for handling the Institution’s response. Witnesses and advisors will be asked to keep any information learned in an investigation meeting.
confidential, to the extent consistent with applicable law.

In cases where an individual reporting Title IX Sexual Harassment do not wish to file a formal complaint, the University will attempt to honor that request. Nevertheless, the Title IX Coordinator may determine that the University needs to proceed with an investigation and will thereby sign a formal complaint, considering the following factors:

- complete knowledge of the circumstances;
- the nature or scope of the alleged conduct;
- the respective age of the parties involved;
- the potential risk to the community;
- previous reports against the Respondent;
- whether the report reveals a pattern of misconduct;
- the University’s obligation to provide a safe and non-discriminatory environment; and
- any other available and relevant information.

**PHSU Confidential Resources**

Professional Counseling Services and Medical Services Office at PHSU are considered confidential resources. Discussing allegation of sexual violence with your Professional Counselors or Medical Services Staff will not result in a report under Title IX Regulation. Confidential resources can provide information about your rights under Title IX Policy, but will not report the incident.

**Investigation Process**

The Title IX Coordinator will conduct an immediate assessment of any risk of harm to individuals or to the campus community and will take the necessary steps to address those risks, in collaboration with the Vice President of Students Affairs, Professional Counselors, the Institutional Security Director and Human Resources. Once a complaint has been filed, immediate actions to protect the Complainant will be taken.

In cases of reported alleged violations to this policy, the University may implement interim and supportive measures, including, but not limited to:

- Referral to health care providers, if necessary
- Arranging for medical services
- Imposition of a campus “no-contact order” (mutual restrictions)
- Class or course reassignments or reschedule
- Change in work schedule or job assignment
- Options for reserved parking space
- Limiting access to certain University facilities or activities
- Separation from job (employees) or academic activities (students) until the resolution of the complaint or end of the investigation
- Professional Counseling
- Increased security and monitoring of certain areas of the campus; and
- Other similar measures.

A Title IX investigation should normally be complete in 30 calendars days after the University has notice of a concern, but this time frame may be extended depending on the complexity of the circumstances of each case or University breaks.
A typical investigation will include:

**Phase 1: Notification of Investigation**

The Title IX Coordinator sends formal written communication to both the Complainant and the Respondent, within seven (7) calendar days of completing an initial inquiry.

The communication includes information related to: the allegations to be investigated, what policy and what sections of the policy against which the allegations are assessed, the name(s) of the investigator(s), the rights the Complainant and Respondent have throughout the investigation process, a warning regarding retaliation, and any other information that is pertinent to the investigation.

The notice will include statements that the Respondent is alleged not responsible for the alleged conduct; the Complainant is alleged to have brought forward the complaint in good faith; and a determination concerning responsibility is made at the conclusion of the complaint resolution process.

**Phase 2: Investigators appointment**

The Title IX Coordinator will designate one or more investigators, which will be responsible for conducting the investigation process related to this Policy. Title IX investigators are members of PHSU community (academic and administrative staff), trained in case management, investigation process and issues related to gender-based discrimination and sexual harassment. Both parts, the Complainant and the Respondent, has the opportunity to request the inhibition of one or more investigators. This request must present reasonable, articulable grounds to suspect bias, conflict of interest, or an inability to be fair and impartial on the part of the investigator. If the request is approved, a new investigator will be appointed.

**Phase 3: Advisors appointment**

Complainants and Respondents may be accompanied, if requested, by a hearing advisor, as codified into law in 2020. Prior to August 14, 2020 parties were afforded the opportunity to bring a Title IX Advisor, but the role of the Title IX Advisor has changed. Complainants and Respondents may choose not to have an advisor during the investigative process. However, Complainants and Respondents must have an advisor during the live hearing.

The Title IX Advisors will:

- accompany a Complainant or Respondent to meetings with investigators;
- review evidence and investigation reports;
- cross examine the opposing party during a live hearing (questions provided by Complainant or Respondent);
- ensure that do not have a conflict of interest.

The Title IX Advisors **will not:**

- be responsible for developing the questions asked during a live hearing;
- act as a legal counsel;
- speak on behalf the Complainant or Respondent;
- Ask cross examination questions not requested by the Complainant or Respondent;
- Determine a finding of responsibility for any other University policy;

**Phase 4: Information Gathering**
The investigator(s) gathers information related to the allegations. This information may include: documents, electronic materials (text messages, e-mails, phone logs, social media post, etc.), video and audio recordings, interviews with the Complainant, the Respondent, and witnesses. The Complainant and Respondent are each provided an opportunity to interview and provide information to the investigator(s). Also, both will have the opportunity to provide the names of witnesses for the investigator to interview.

Generally, the investigator(s) will meet with each party and each witness separately and may hold multiple meetings with a party to obtain all essential information. The parties may submit supplementary materials or information to the investigator(s) at any time before the conclusion of the investigation. In all cases, both the Complainant and Respondent will have equal opportunities to share information and have their information considered. The Complainant, Respondent, and witnesses should be advised that for their statements to be considered, they must participate in the live-hearing.

**Phase 5: Information Review**

During this phase, the Complainant, the Respondent and the advisors will each be provided an opportunity to review and respond to the information that the investigator has gathered. The investigator will review, weighs and analyze the information to determine whether it was “more like than not” that alleged conduct occurred.

**Phase 6: Investigative Report**

After the period for the parties to provide any written response to the evidence has terminated, the investigator(s) will create a written investigative report that fairly recapitulates the relevant evidence collected (both inculpatory and exculpatory). The Title IX Office will provide a copy of the investigative report to each party and each party’s advisor, if any, in either electronic or hard copy form. **The investigators will not make determinations of responsibility in the investigative report.**

**Phase 8: Hearing Process**

The Title IX Final Rule adds provisions to the “live hearing” requirement for postsecondary institutions. Live hearings are NOT civil or criminal legal proceedings. They are internal investigative processes and have only internal administrative repercussions. Court rules, do not apply in these proceedings, therefore no lawyers or people external to the process will be allowed to attend.

The Title IX Coordinator will see that the decision maker is provided a copy of the investigative report and a copy of all evidence transmitted to the parties by the investigator(s). At PHSU the Vice President of Students Affairs is appointed as the decision maker.

At the live hearing, the decision-maker(s) must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Therefore, only relevant questions may be asked of a party or witness.

Live hearings will be conducted virtually. All parties, witnesses, and other participants may appear at the live hearing virtually. PHSU will create an audio or audiovisual recording, or transcript, of any live hearing. Live hearings are closed to the public.

At any point after a formal complaint has been filed with the Title IX office, parties may engage in an “informal resolution” process. If the matter is not settled through informal resolution, the matter may proceed to a hearing. Informal resolution will not be allowed in cases where the Respondent is a faculty or staff member. An informal resolution is never appropriate in cases of alleged sexual assault or physical violence.
Phase 9: Adjudication

The Decision-maker is tasked with evaluating and analyzing all relevant information in the Investigation Report and the information presented by the parties in the hearing process. The Decision-maker determines whether a violation of Policy occurred based on the preponderance of evidence standard.

Phase 10: Outcomes notification

The Title IX Office will send a formal written communication to both, the Complainant, and the Respondent. The communication includes information about the result of the investigation, the hearing process, and the decision-maker determination related to the allegations. This notification must include whether or not the school found that the sexual violence incident took place, the types of remedies that are being offered, and any sanctions that are being imposed on the perpetrator.

It must also include any other steps the school is taking to eradicate the hostile environment and prevent it from occurring again. The perpetrator, however, should not be informed of the specific remedies being offered to the Complainant.

Sanctions

A violation of this policy may result in remedial action, which can include: discharge, discipline, suspension, additional training, counseling, reassignment of supervisors, expulsion or termination, among others from the University. To determine the appropriate sanction within the recommended outcomes, the following factors are taken in consideration:

- The Respondent’s prior discipline history;
- the nature and violence of the conduct at issue;
- the impact of the conduct on the Complaint;
- the impact of the conduct on the community, its members, or its property;
- any other mitigation or aggravating circumstances.

If the Respondent has engaged in the same or similar conduct in the past, the sanction will be expulsion.

Appeal

If the compliant or the Respondent are dissatisfied with the final determination made under this Policy, that person may file an appeal to the Chancellor or designee. The appeal should be filed in writing to the Chancellor and the Title IX Coordinator within 5 business days of receiving the outcomes letter notification.

The grounds for the appeal will usually be limited to:

- New evidence, not available at the time of the initial review.
- Any procedural irregularity that affected the outcomes of the investigation.

The appeal review should be completed within 20 business days unless there is a cause for extension, including University breaks. The appeal decision will be provided by the Chancellor in writing and the appeal decision if final.

Information and Community Support Services
Whether or not the victim chooses to file an official concern, a victim of sexual misconduct or sexual assault, PHSU encourages the victim to obtain information, support and counseling, both on and off campus. Information, support and advice are available (see resources below) for anyone in PHSU community.

**Campus Resources**

**PHSU Professional Counseling Services**
José Soto-Franceschini, PhD, LPC  
787-840-2575 Ext. 5852  
jsoto@psm.edu

Soniamarie Lugo-Laracuente, M. Ed, LPC  
787-840-2575 Ext. 4745  
slugo@psm.edu

Grace M. Morales Mercado, MSS, LRC  
787-840-2575 Ext. 5733  
gracemorales@psm.edu

**PHSU Security Department / Guards**
Rosanne West  
787-840-2575 Ext. 2118  
rwest@psm.edu

**Humans Resources Department**
Susan Hemmer  
833-489-1462 Ext. 1023  
shemmer@psm.edu

Aixa E. Ramos, PHR  
787-840-2575 Ext. 4767  
aramos@psm.edu

**St. Louis Campus Director**
Stefani Schuette, Ed.D.  
636-399-3908  
sschuette@psm.edu

**Community Resources for Main Campus and San Juan Learning Center**

**Centro de Ayuda a Víctimas de Violación**
14 St. Ponce, PR 00716  
787-290-3636 / 787-842-3315

**Casa Protegida Julia de Burgos – Ponce**
PO Box 362433  
San Juan PR, 00936-2433  
787-284-4303

**Puerto Rico Police Department**
Playa de Ponce
Ponce PR, 00728
787-842-0080

Damas Hospital
Ponce by Pass 2213
Ponce PR, 00717
787-840-8686

Línea PAS (24/7 Services)
1-800-981-0023

Community Resources for St. Louis Campus

St. Louis Regional Sexual Assault Center (YWCA)
314-531-7273 (24-hour access)
https://www.ywcastl.org/what-were-doing/womens-resource-center

Alternatives to Living in Violent Environments (ALIVE)
314-993-2777 (24-hour access/crisis line)
https://alivestl.org/

Crime Victims Advocacy Center
314-652-3623 (24-hour access)
https://www.supportvictims.org/

Legal Advocates for Abused Women
314-664-6699
https://www.supportvictims.org/legal-advocates-for-abused-women

RAINN (Rape, Abuse & Incest National Network)
1-800-656-HOPE (4673) (24-hour access)
www.rainn.org

LGBT Counseling St. Louis
314-602-5534
www.lgbtcounselingstl.com

St. Louis Metro Trans Umbrella Group
https://www.stlmetrotrans.org/

Life Crisis
314-647-4357

Safe Connections
Crisis Hotline: 314-531-2003, Deaf or Hard of hearing dial (711)

Counseling & Support Services:
314-646-7500
www.safeconnections.org

Bridgeway Sexual Assault Center Hotline
(877) 946-6854
For more information about sex discrimination, sexual harassment (including sexual violence) or sexual misconduct, please contact:

**Title IX Coordinator**
Jonaira Arroyo, M.Ed., CPL
PO Box 7004 • Ponce PR, 00732-7004787-840-2575 Ext. 5734
jarroyo@psm.edu

**Amendments**

An amendment to this policy may be recommended by the Title IX Coordinator based on regulatory changes of the Title IX DOE guidelines. The Institutional Management Committee will have the responsibility to approve the recommendations for amendments.

**Repeal and Validity**

This policy does not repeal the provisions established by other policies such as the Unprofessional Behavior Policy, the Honor Code, the Mistreatment Policy, the Interpersonal Abuse Policy, among others, but rather offers specific provisions to comply with the Title IX mandatory provisions for schools participating in Title IV funds programs.

This policy will be effective from November 11, 2020.

**Approval**

Chair of Institutional Management Committee
Date: November 11, 2020