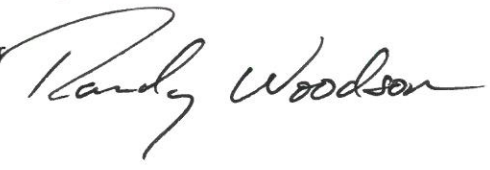


MEMORANDUM

TO: All NC State University Students, Faculty and Staff

FROM: W. Randolph Woodson, Chancellor 

SUBJECT: Interpersonal Violence

DATE: August 25, 2015

NC State University seeks to provide a campus community that promotes a safe environment for all students and employees to succeed. This university takes safety seriously. We want an environment free of interpersonal violence, which includes all forms of sexual misconduct, stalking, dating and domestic violence. The respect for the rights and dignity of all people must be protected.

Acts of interpersonal violence are serious acts of abuse that threaten individuals in our community. As Chancellor, I assure you that NC State will not tolerate these offenses by any member of the campus community. Possible sanctions for being found responsible of interpersonal violence include expulsion or dismissal by the university and/or criminal prosecution. The Code of Student Conduct, sections 10.14, 10.15, and 10.16, found at <http://policies.ncsu.edu/policy/pol-11-35-01>, and the university's regulation on Campus/Workplace Violence Prevention and Management, found at <http://policies.ncsu.edu/regulation/reg-04-05-02>, identify what conduct constitutes relationship violence (dating and domestic), sexual misconduct, stalking, and other forms of violent behavior that are prohibited at this University. In situations where an individual is found responsible for interpersonal violence, disciplinary action will be pursued in accordance with applicable student or employee disciplinary procedures. Employees in violation of the Campus/Workplace Violence and Prevention Management regulation may be placed on investigatory leave or subjected to other interim corrective measures of a non-disciplinary nature until an investigation into their conduct is concluded. Furthermore, the university may implement interim corrective measures, including Interim Suspension, against any student who poses a risk of violence or to protect a victim of interpersonal violence, pending a disciplinary hearing.

I want to reiterate that any form of interpersonal violence is a crime and will be treated as such. It is my hope that victims report the crime to University Police (by calling 911), however, this is a personal decision that affected individuals must come to on their own. An individual may also report acts of interpersonal violence through the University Police Web site (<http://www.ncsu.edu/police/>). In addition, university officials, who by virtue of their positions have significant responsibility for student and campus activities and are identified as Campus Security Authorities, are required to report to University Police when they are notified of crimes involving interpersonal violence. These reports can be made while protecting the victim's identity. Regardless of one's decision to report the incident, victims and other affected parties may contact an advocate at the Relationship and Sexual Violence Phone line, by calling 919-618-RAPE (7273). Available 24 hours a day and 365 days a year, the response line provides on-call services, including crisis intervention, confidentiality, support, resources and referrals to survivors of interpersonal violence -- particularly those in the campus communities.

The following is a list of resources designed to help address crimes of interpersonal violence. These resources are designed to address instances and/or concerns of interpersonal violence, prohibited harassment and/or workplace violence. Please do not hesitate to use these resources whenever they are needed.

- **University Police 911**
Responds to all reported interpersonal violence and provides assistance to survivors during the legal process.
- **Rape & Sexual Violence Phone Line 919-618-7273**
A 24-hour confidential crisis intervention and support for survivors of rape, sexual assault, and relationship violence in the NC State community.
- **Office for Institutional Equity & Diversity 515-3148**
Investigates complaints of discrimination, harassment, and retaliation involving employees and provides resources, information and educational opportunities to students and employees with concerns regarding sexual harassment and Title IX compliance, and oversees University compliance with Title IX.
- **Office of Student Conduct 515-2963**
Investigates student-on-student reports of sexual harassment, sexual violence, and other forms of sexual misconduct. Students may choose for the investigation to be pursued through the criminal justice system and the Office of Student Conduct, or only the latter.
- **Violence Prevention and Threat Management 513-4224**
Ensures the university community is aware of how to identify and share concerns regarding students, staff and faculty, facilitates the university's Behavior Assessment Teams, and makes sure that effective intervention and management is provided in situations that pose or may pose a threat of harm to others or to the safety or well-being of the university community.
- **Counseling Center 515-2423**
Confidential counseling services; on call 24/7/365 by calling University Police.
- **Student Health Center 515-2563**
Comprehensive health care and emotional support for survivors of interpersonal violence and referral to a local medical facility for collection of evidence, if desired.
- **Women's Center 515-2012**
Advocates trained to provide emotional support, answer questions about processes and procedures, help survivors access medical care, report the incident to University Police or Office of Student Conduct, provide assistance with securing accommodations for survivors, and provide referrals to other resources on and off campus. The Center also offers a course on interpersonal violence and provides a variety of education programs.
- **GLBT Center 513-9742**
Provides assistance and referrals to members of the gay, lesbian, bisexual and transgender communities.
- **Student Legal Services 515-7091**
Provides free education, advice and limited representation to students.

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- **Department of Student and Community Standards 515-2963**
Provides support to students who are exhibiting concerning or worrisome behaviors and that need additional attention in order to ensure they are safe and continue to be successful at NC State. Student Ombuds Services assists students in resolving problems related to their university working, learning, or living experience.
- **Human Resources 515-6575**
Provides assistance, resources, information and educational opportunities to faculty and staff with regard to complaints or concerns of workplace violence, relationship violence, and/or workplace harassment.
- **Faculty and Staff Assistance Program 866-467-0467 or 800-697-0353**
A 24-hour confidential counseling resource and provided at no charge to employees and their dependents.
- **Office of Scholarships and Financial Aid 515-2421**
Provides assistance, information and advice on financial aid, scholarships, and loan repayment.
- **Cashier's Office 515-2986**
Provides assistance and information on payment options, refunds, and billing to students.
- **Interact of Wake County 919-828-3005**
Rape crisis intervention, community education and shelter for women who have experienced sexual or relationship violence.

As Chancellor, I encourage any member of the NC State University community—staff, faculty, and students—who needs support services, wants to report a crime or has questions regarding sexual misconduct, stalking, domestic violence, dating violence, workplace harassment or workplace violence to contact our campus resources. We are equipped with trained professionals to provide assistance to you. Please be a part the university community that respects one another and affords one another the tools needed to be successful.