What Is Adelphi University’s Anti-Discrimination, Harassment (Including Sexual Misconduct, Dating Violence, Domestic Violence, Stalking) and Retaliation Policy?

The University will not tolerate discrimination, harassment or retaliation based on the protected status of an individual’s race, creed, color, national origin, sex, gender identity, gender expression, age, marital status, disability, ethnicity, sexual orientation, genetic predisposition or carrier status, religion, pregnancy, veteran status or any other basis protected by applicable local, state or federal laws. The University has established policies and procedures to ensure the well-being of all members of the University community.

See the full Anti-Discrimination, Harassment (Including Sexual Misconduct, Dating Violence, Domestic Violence, Stalking) and Retaliation Policy at hr.adelphi.edu/title-ix/university-policy.

University Disciplinary Process

Upon notice, the University will conduct a prompt, thorough and impartial investigation of the allegation. The investigation is independent of any criminal proceeding. All efforts are made to keep the investigation as private and confidential as possible.

Transcript Notations

In cases involving sexual assault, domestic violence, dating violence and stalking, a sanction of suspension or expulsion will result in a notation on the accused student’s transcript. Students may request the removal of a suspension notation no sooner than one year after the conclusion of the suspension, but notations for expulsions may not be removed.

What Should I Do If I’ve Been the Victim of a Sexual Assault?

Consider reporting the incident to the University, the local or state police or Public Safety (see REPORTING section). Seek medical attention as soon as possible. In cases of sexual assault, be mindful of preserving all possible evidence. Do not change clothes, shower, douche, comb hair, brush teeth, eat or drink and, if possible, do not urinate. Collect all relevant sheets and towels. The hospital will administer a rape kit if the incident occurred within 96 hours. The University has a Memorandum of Understanding with the Sexual Assault Nurse Examiner Program at Northwell Health. Contact Health Services Center for assistance.

Confidential Resources

If you do not wish to make a report, you can speak to the following offices confidentially:

- Student Counseling Center 516.877.3646
- Health Services Center 516.877.6000
- Interfaith Center 516.877.3113

Title IX

Title IX is a federal law that prohibits discrimination on the basis of sex or gender in federally funded education programs and activities. Sexual harassment, sexual assault, domestic violence, dating violence and stalking are considered forms of sexual discrimination. Title IX protects both students and employees.

Article 129-B

In 2015, New York State passed Article 129-B to combat campus sexual assault, domestic violence, dating violence and stalking. Article 129-B requires colleges to adopt a uniform definition of affirmative consent, an amnesty policy for drug and alcohol use for those reporting these offenses and the Student’s Bill of Rights, among other things. Article 129-B applies to on-campus, off-campus and study abroad programs that have a reasonable connection to the University.
employees of the University include, but are not limited to:
violations of Title IX and the University policy. "Responsible
of the University and required to report possible
instructional role are among those designated "responsible
All persons who act in a supervisory, managerial or
Required Reporting

Additional Resources
Title IX and Sexual Respect at Adelphi University
hr.adelphi.edu/title-ix
New York State Domestic and Sexual Violence Hotline
800.942.6906
English and Spanish/multilingual accessibility
Deaf or hard of hearing: 711
Not Alone: Together Against Sexual Assault
NotAlone.gov

Reasonable Accommodations
The University can provide reasonable accommodations for
academics, housing, work schedule, transportation or other
arrangements to help ensure safety and prevent retaliation and
hostile environment for complainants of sexual misconduct,
dating violence, domestic violence or stalking. Students can
also request a No Contact Order to require the accused to
stay away. Requests should be made to the Title IX coordinator.

Retaliation
Under no circumstances will Adelphi University tolerate
any retaliation against an individual or group for making a
complaint of harassment or discrimination under the University
Policy, Title IX or for participating in an investigation.

Rights at First Disclosure
At the time of an initial disclosure of sexual misconduct, dating
violence, domestic violence or stalking, complainants are
provided with the following rights:

- The RIGHT to make a report to Adelphi public safety, local
  law enforcement and/or the state police to choose not to report
- The RIGHT to report the incident to the University and be
  protected by the University from retaliation for reporting
  the incident
- The RIGHT to receive assistance and resources from the
  University
- The RIGHT to speak with the Title IX coordinator or
designee, who can provide more information and
answer questions

Student Bill of Rights
For sexual assault, dating violence, domestic violence and
stalking:
All students have the right to:
1. Make a report to local law enforcement and/or the
   state police.
2. Have disclosures of sexual assault, dating violence,
domestic violence and stalking treated seriously.
3. Make a decision about whether or not to disclose a crime
   or violation and participate in the University disciplinary
   process and/or criminal justice process free from
   pressure from the University.
4. Participate in a process that is fair, impartial and
   provides adequate notice and meaningful opportunity
to be heard.
5. Be treated with dignity and receive from the University
courteous, fair and respectful healthcare and counseling
services where available.
6. Be free from any suggestion that the reporting individual
   was at fault when these crimes and violations were
   committed, or should have acted in a different manner to
   avoid such crimes or violations.
7. Describe the incident to as few University representatives
   as practicable and not be required to unnecessarily
   repeat a description of the incident.
8. Be protected from retaliation by the University, any
   student, the accused and/or the respondent, and/or their
   friends, family and acquaintances within the jurisdiction
   of the University.
9. Have access to at least one level of appeal of a
determination.
10. Be accompanied by an adviser of choice who may
    assist and advise a reporting individual, accused or
    respondent throughout the University disciplinary
    proceedings, including all meetings and hearings related
to such proceedings.
11. Exercise civil rights and the practice of religion without
    interference by the investigative, criminal justice or
disciplinary proceedings of the University.