

Domestic Violence, Dating Violence, & Stalking

ADELPHI'S COMMITMENT TO SAFETY

Adelphi University is committed to providing an atmosphere in which employees can pursue their professional goals and achieve personal growth. Maintaining a safe environment for students, faculty and staff has long been recognized as an essential part of University life.

At Adelphi, safety and security are of the highest priority and are considered a shared responsibility, requiring the cooperation of everyone concerned—students, faculty and staff.

The University has established policies and procedures, and offers comprehensive services, to ensure the well-being of members of the University community. All forms of discrimination, harassment (including sexual misconduct, dating violence, domestic violence and stalking) and retaliation are prohibited on the campus. See Adelphi University's *Anti-Discrimination, Harassment (Including Sexual Misconduct, Dating Violence, Domestic Violence, Stalking) and Retaliation Policy* at hr.adelphi.edu/title-ix/university-policy for complete information.

The University advises and updates employees about security procedures through a variety of means, including University publications, on-campus meetings and trainings, new employee Orientation programs, email and the emergency notification system, as necessary. For information on resources and reporting, visit safety.adelphi.edu.

The following information was developed for survivors of domestic violence, dating violence or stalking and for those individuals at Adelphi University who might be called upon to support and advise them.

WHAT IS DOMESTIC/DATING VIOLENCE?

Domestic/dating violence is also referred to as intimate partner or relationship violence. It is a pattern of behavior that is used to gain or maintain power or control over a partner. Abuse can be physical, sexual, emotional, economic or psychological acts or threats of action. It includes any behavior that frightens, intimidates, terrorizes, manipulates, hurts, humiliates, coerces, blames or injures someone. Domestic violence usually occurs between spouses, former spouses, persons living together in an intimate relationship or those who have a child in common. Dating violence occurs between two partners involved in a dating or intimate relationship.

Domestic/dating violence may be hard to recognize if the abuse does not happen continuously. However, it is still abuse even if your partner has exhibited abusive behavior only a few times or has only threatened violence. Violence generally escalates over time. Leaving a violent relationship can be difficult due to feelings of guilt, denial, love and hope, and economic factors. If you feel threatened by violence or abuse in an intimate relationship, even occasionally, you are a victim of domestic/dating violence.

SIGNS OF AN ABUSIVE RELATIONSHIP

You may be in an abusive relationship if your partner:

- Acts jealously when you talk to others, even friends
- Criticizes what you do, what you wear and who your friends are
- Does not listen to what you say or want
- Controls you in small ways, such as by holding you too tightly or pulling you around by your hand
- Always needs to know where you are and whom you are with
- Easily becomes angry or violent
- Tries to force you into sexual activity that you do not want
- Insults you and calls you hurtful names
- Degrades your gender with jokes
- Threatens to hurt you or someone/something you care about
- Emotionally or physically harms you and then shows remorse afterwards

WHO ARE THE SURVIVORS OF DOMESTIC & DATING VIOLENCE

Domestic and dating violence can occur in any community and cut across all socioeconomic and educational levels. Survivors can be any age, gender, ethnicity, religion or sexual orientation.

Victimization is not limited to the person being abused. Children who grow up in abusive environments often become abusers or victims of abuse when they become adults.

COMMON MYTHS ABOUT DOMESTIC & DATING VIOLENCE

Myth: People who are abused contribute to the abuse in some way.

Fact: Many people who are abused blame themselves for causing the violence, saying things like, "I shouldn't have brought that subject up; I know how mad he gets." No one

is to blame for another person's violence. Being abusive is always a choice and the sole responsibility of the person who is abusive.

Myth: People abuse their partners because they can't control their anger.

Fact: People who abuse others are not usually out of control. They do it to gain power and control over the other person. They often use tactics besides violence, such as threats, intimidation, psychological abuse and isolation from friends or family.

Myth: If a person stays in an abusive relationship, it must not be that bad.

Fact: People stay in abusive relationships for many reasons, including fear, economics, dependence, confusion, lack of self-esteem, denial or the belief that the abuser needs their help.

Myth: Jealousy and possessiveness are signs of love.

Fact: Jealousy and possessiveness are signs that a person sees you as a possession. It is the most common early warning sign of abuse.

Myth: Since there has never been any physical abuse, I am not a survivor of domestic/dating violence.

Fact: Domestic/dating violence can take many forms, including emotional abuse, sexual abuse and verbal abuse.

IF DOMESTIC/DATING VIOLENCE OCCURS, YOU CAN...

- Report the incident to Public Safety (516.877.3511), local law enforcement and/or the state police, or choose not to make a report.
- Report the incident to the University and be protected by the University from retaliation for reporting the incident.
- Receive assistance and resources from the University.
- Speak with the Title IX coordinator or designee, who can provide you with more information and answer your questions.
- Obtain medical care if necessary and seek counseling services.
- Preserve digital communications and photograph all injuries.

WHAT IS STALKING?

Stalking is a course of unwanted conduct directed at a particular person, designed for no legitimate purpose, and which places the person or a third person in reasonable fear of physical, emotional or mental harm. Stalking can take many forms, including:

- Unwanted visits
- Following
- Driving by your home or place of business
- Threatening or harassing phone calls
- Unwanted digital communication
- Cyberstalking through unlawful video surveillance, posting unwanted pictures or videos, revenge porn, messages and other harassing behavior online

IF STALKING OCCURS, YOU CAN...

- Report the incident to Public Safety (**516.877.3511**), local law enforcement and/or the state police, or choose not to make this report.
- Report the incident to the University and be protected by the University from retaliation for reporting the incident.
- Receive assistance and resources from the University.
- Speak with the Title IX coordinator or designee, who can provide you with more information and answer your questions.
- Seek counseling services.
- Preserve digital communications.
- Take the matter seriously because stalking can often escalate.

REPORTING DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING

To report to the police: Dial 911.

On-Campus Incidents: Garden City campus

Public Safety can be reached by dialing **516.877.3511**, or by dialing **5** on emergency campus phones located inside and outside the buildings.

Hauptauge Education and Conference Center Security Desk
Dial **516.237.8605**.

Manhattan Center

Contact the security officer at the front desk at **212.965.8340**—press **1**.

Hudson Valley Center
Dial **845.471.3348**.

Online Reporting

To file an online report, visit hr.adelphi.edu/title-ix/report or email titleix@adelphi.edu. For an immediate emergency response, follow the instructions and report to Public Safety at **516.877.3511**, or dial **911**.

CAMPUS SUPPORT SERVICES

Crisis intervention and counseling services are provided at the Garden City campus by The Safe Center LI.

The Safe Center LI offers its services free of charge to survivors of domestic or dating violence. Survivors can call the center's free 24-hour hotline at **516.542.0404**.

COMMUNITY SUPPORT SERVICES

Adelphi partners with experts who will provide support services to domestic violence, dating violence or stalking victims.

Community support services near Adelphi include:

In the Garden City area:

The Safe Center LI 24-hour hotline: **516.542.0404**

Long Island Crisis Center Online/Mobile Chat Counseling:

longislandcrisiscenter.org/get-help-now/#mobile

In the Suffolk County hubs area:

Victims Information Bureau of Suffolk:

631.360.3606 (24-hour crisis line)

Long Island Crisis Center Online/Mobile Chat Counseling:

longislandcrisiscenter.org/get-help-now/#mobile

In the Manhattan Center area:

Safe Horizon hotlines:

Domestic violence hotline: **800.621.4673**

Crime victims hotline: **866.689.4357**

Rape, sexual assault and incest hotline: **212.227.3000**

TTY phone number for all hotlines: **866.604.5350**

safehorizon.org

In the Hudson Valley Center area:

Family Services hotlines and website:

familyservicesny.org

Battered Women's Services of Family Services, Inc.:

845.485.5550

Rape Crisis/Crime Victim Hotline:

845.452.7272 (24-hour hotline)

845.452.1110

More Information on specific Locations— SUNY SAVR

suny.edu/violence-response/

ADDITIONAL RESOURCES

National Domestic Violence Hotline:

800.799.SAFE/800.799.7233

800.787.3224 (TTY)

New York State Domestic and Sexual Violence Hotline:

800.942.6906 (English and Spanish)

Deaf or hard of hearing: **711**

New York City Domestic Violence Hotline:

800.621.4673, or dial **311 866.604.5350** (TTY)

Domestic Violence Program of the Legal Aid Society:

212.577.3300

Emergencies for the Deaf or Hard of Hearing New York Relay Service: **800.662.1220**

Domestic Violence and Stalking—Know the Laws That Protect You: ag.ny.gov/intergov-affairs/victim-rights

National Center for Victims of Crime Stalking Resource Center: ncvc.org/src

State of New York Office of the Attorney General:

ag.ny.gov/intergov-affairs/victim-rights



UNIVERSITY DISCIPLINARY OPTIONS

Once the University has notice of an allegation of domestic violence, dating violence or stalking, we must conduct a prompt and equitable investigation of the incident. The investigation is independent of a criminal investigation and will generally be concluded within 60 calendar days of the report.

The complaint is investigated and adjudicated by impartial individuals who do not have a conflict of interest and who have been trained annually in conducting investigations involving sexual assault, dating violence, domestic violence and stalking, the effects of trauma, the need for impartiality, the rights of the accused and the presumption of “not responsible”.

Employee complaints of domestic violence, dating violence or stalking by employees of the University can be filed with the Title IX coordinator.

RETALIATION

Retaliation is intentional action taken by an accused individual or allied third party, absent legitimate nondiscriminatory purposes, that harms or attempts to harm an individual as reprisal for filing a complaint, supporting a complainant or otherwise participating in a proceeding pursuant to Title IX. Under no circumstances will Adelphi University tolerate any form of the above retaliation.

TITLE IX AND NY ARTICLE 129-B

Title IX is a federal law and Article 129-B is a NYS law that prohibits discrimination on the basis of sex in all education programs and activities, and in employment. Domestic violence, dating violence and stalking are considered forms of discrimination prohibited under these statutes. Title IX and Article 129-B protects both students and employees from the above discrimination by any University employee, student or non-employee third party.

All such incidents can be reported to Adelphi University Title IX Coordinator, Renaire Frierson, Levermore Hall, Room 207, **516.877.4819** or titleix@adelphi.edu.



LEGAL OPTIONS

Complainants of domestic violence, dating violence or stalking have the following options:

Criminal Prosecution

Report the incident to the local or state police for possible arrest and prosecution. Criminal investigations are independent of campus disciplinary proceedings. Complainants can be assisted by University personnel in reporting these cases to the police

Civil Remedies

Pursue civil remedies. Civil proceedings are independent of any criminal or campus disciplinary proceedings.

APPLICABLE LAWS AND PENALTIES

CRIME	CLASS	MAXIMUM PENALTY
Harassment—2nd Degree	Violation	15 days
Harassment—1st Degree	B Misdemeanor	3 months
Aggravated Harassment—2nd Degree	A Misdemeanor	1 year
Aggravated Harassment—1st Degree	E Felony	4 years
Assault—3rd Degree	A Misdemeanor	1 year
Assault—2nd Degree	D Felony	7 years
Assault—1st Degree	B Felony	25 years
Menacing—3rd Degree	B Misdemeanor	3 months
Menacing—2nd Degree	A Misdemeanor	1 year
Menacing—1st Degree	E Felony	4 years
Criminal Obstruction of Breathing or Blood Circulation	A Misdemeanor	1 year
Strangulation—2nd Degree	D Felony	7 years
Strangulation—1st Degree	C Felony	15 years
Stalking—4th Degree	B Misdemeanor	3 months
Stalking—3rd Degree	A Misdemeanor	1 year
Stalking—2nd Degree	E Felony	4 years
Stalking—1st Degree	D Felony	7 years
Unlawful Surveillance—2nd Degree	E Felony	4 years
Unlawful Surveillance—1st Degree	D Felony	7 years
Dissemination of an Unlawful Surveillance Image —2nd Degree	A Misdemeanor	1 year
Dissemination of an Unlawful Surveillance Image—1st Degree	E Felony	4 years

Adelphi University

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WHAT EVERY ADELPHI

EMPLOYEE NEEDS TO KNOW

Rights for Reporting Individuals and Complainants in Sexual Assault, Dating Violence, Domestic Violence, and Stalking cases:

1. A reporting individual or complainant's identity shall remain private at all times if the reporting individual or complainant wishes to maintain privacy.
2. If the accused is an employee of the University, the complainant has the right to disclose the incident to Human Resources and the right to request a confidential or private employee to assist in the reporting.
3. The right to receive assistance from an appropriate University representative on how to initiate legal proceedings in family or civil court.
4. The right to withdraw a complaint or involvement from the University process at any time.
5. All parties have the right to be provided with information about available resources, including intervention, mental health counseling and medical services, including costs.
6. To be assisted by Public Safety in obtaining an Order of Protection or an equivalent protective or restraining order. To receive a copy of the Order of Protection or equivalent when received by the University and be provided with the opportunity to speak with a Public Safety Officer to answer questions and explain the provisions of the order. To receive assistance from Public Safety in effecting an arrest when an Order of Protection is violated.
7. When the accused is a not a student, but is a member of the University Community and presents a continuing threat to the health and safety of the community, to subject the accused to interim measures in accordance with applicable collective bargaining agreements and the policies of the University.
8. To receive reasonable interim accommodations regarding academics, housing, employment, transportation or other applicable arrangements to help ensure safety, prevent retaliation and a hostile environment consistent with the University policies.
9. To receive a prompt response to the complaint and have it investigated and adjudicated by impartial individuals who have been trained annually in conducting investigations.
10. Both parties have the right to exclude their own prior sexual history with persons other than the other party to the proceedings or their own mental health diagnosis and/or treatment from admittance into the disciplinary stages that determines responsibility. Past findings of dating violence, domestic violence, stalking or sexual assault may be admissible in the sanction stage.
11. Both parties have the right to choose whether to disclose or discuss the outcome of the University proceeding and have information obtained during the proceedings protected from public release until the appeals panel makes final determination, unless required by law.

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