FIT is supportive

Information on:

- Sexual Assault
- Domestic Abuse
- Stalking
- Student Bill of Rights
FIT takes the safety of our community very seriously.
This brochure provides information to help you avoid situations that might put your personal safety at risk and to aid others who may be at risk. It also explains what to do if you or someone you know is in danger or has been the victim of violence or abuse.

The State University of New York (SUNY) has created the Sexual Misconduct Bill of Rights to offer support and assistance to those who have experienced sexual violence. All of SUNY’s 64 institutions, including FIT, adopted this bill of rights in the spring of 2015. It outlines the rights of victims/survivors and the options that can be pursued, whether the crime or violation is committed on or off campus.

FIT seeks to create and maintain a safe environment in which all members of the community—students, faculty, administrators, staff, guests and visitors—can learn and work free from the fear of sex or gender discrimination, including sexual misconduct. FIT prohibits sexual misconduct by its students, faculty, administrators, or staff. Sexual misconduct covered by the policy includes, among other things, sexual assault, gender-based harassment, sexual harassment, stalking, and domestic and intimate partner violence.

The college will promptly investigate all allegations of sexual misconduct and take appropriate disciplinary action upon finding a violation of this policy. The college is committed to supporting victims of sexual misconduct and is committed to providing support services and accommodations. Just as important, FIT offers education and training programs intended to prevent sexual misconduct from happening in our community.
TITLE IX COORDINATOR

The affirmative action officer serves as FIT’s Title IX coordinator and coordinates FIT’s compliance with Title IX. The Title IX Coordinator will be informed of all complaints or reports of violations of this policy, and oversees FIT’s response to ensure compliance with Title IX, Violence Against Women Act (VAWA), Article 129B of New York State Education Law and other applicable laws. The Title IX coordinator may delegate responsibilities under this policy to designated administrators, who will be appropriately trained.

FIT’s Title IX Coordinator’s contact information is as follows:

Delwe Kekana
333 Seventh Avenue, 16th Floor
titleix@fitnyc.edu
212.217.3365

Inquiries concerning the application of Title IX may also be directed to:

U.S. Department of Education Office for Civil Rights New York—Region II
32 Old Slip, 26th Floor
New York, NY 10005
646 428.3800
OCR.NewYork@ed.gov

SEXUAL ASSAULT

Sexual assault is any type of sexual contact or behavior that occurs without the affirmative consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, forcible penetration, child molestation, fondling, and attempted rape.

Sexual Assault—Contact is any intentional sexual touching other than nonconsensual sexual penetration without affirmative consent. Examples of nonconsensual sexual contact may include: genital-genital or oral-genital contact not involving penetration; contact with breasts, buttocks, or genital area, including over clothing; removing the clothing of another person; and kissing.

Sexual Assault—Penetration is any act of vaginal or anal penetration by a person’s penis, finger, other body part, or an object, or oral penetration by a penis or any other body part, without a person’s affirmative consent.

Awareness is the first defense against an attack. The following information and suggestions can help protect yourself and others.

Minimize your risks

Please note: These guidelines are not guaranteed to prevent an attack, but following them can reduce the chances of an assault.

• Surround yourself with people who respect each other. You’re safest in communities that share values of mutual respect. Don’t tolerate disrespect or pressure in your communities; even small incidents can contribute to a negative climate.

• Look out for people around you. Simply stepping in to act when you see a troubling situation can make a big difference. If you see something that causes you concern—even if you’re not sure—check in. Call on friends, allies, and authority figures to help if necessary.

• Respond to even minor issues. Serious situations can often be averted by response at the first sign of trouble. The Title IX Coordinator and Public Safety are always available to discuss such incidents. If you are in a position of authority, you have a responsibility to establish and maintain a respectful environment. If you are a supervisor, you must report any sexual misconduct that comes to your attention to a Title IX Coordinator.

• Take sexual pressure seriously. Many sexual assaults begin with low-level sexual pressure. Though sexual pressure and disregard don’t always lead to assault, you deserve to have your boundaries respected, not pushed.

• Hold out for enthusiasm. In general, it’s easy to tell if someone is enthusiastic about an encounter or not. Take any signs of reluctance or refusal, including nonverbal signs, very seriously. If the signs are ambiguous, be sure to stop, and then check in or ask questions.

• Be wary of extreme drunkenness. While drunkenness does not cause or excuse sexual misconduct, drunk people are more likely to disregard other people’s signals.

• Communicate with your sexual and romantic partners. Open discussion of desires and limits is a critical part of building a positive sexual culture.

• Be alert to patterns, not just isolated actions. Sometimes, sexual misconduct can take the form of patterns of behaviors that might not be worrying in isolation, but that together constitute a problem. Take repeated disrespect, intimidation, and threats seriously, even if they seem small alone.

• Walk with a friend if possible, especially if it’s at night or in a remote location. If you’re going on a jog, bring a companion.

• Stick to populated, well-lit areas if you need to walk alone. Avoid poorly lit areas.

• Carry a cell phone. The phone is helpful for dialing emergency numbers in case you are attacked. Have emergency numbers on speed dial so that you can dial quickly.

• If walking on a sidewalk, walk next to the street, not next to the buildings, where someone can hide in a doorway, alleyway, etc.

How to get help

If you or someone you know has been sexually assaulted, there are ways to get help.

• Call the police at 911. Sexual assault is a crime. Police can help you get medical care if necessary and will refer your case to someone in the Special
**DOMESTIC AND INTIMATE PARTNER VIOLENCE AND DATING VIOLENCE**

Domestic and intimate partner violence is any violent felony or misdemeanor crime committed by a current or former spouse or intimate partner of the victim, a person sharing a child with the victim, or a person cohabiting with the victim as a spouse or intimate partner.

Dating violence is any act of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the victim’s statement and with consideration of the type and length of the relationship and the frequency of the interaction between the persons involved in the relationship. Two people may be in a romantic or intimate relationship, regardless of whether the relationship is sexual in nature. This definition does not include acts covered under domestic and intimate partner violence.

Domestic and intimate partner violence are commonly known as domestic abuse. Anyone can be a victim of domestic abuse. It can happen to people of any age, race, religion, ethnic group, or socioeconomic or educational background. Women are by far the most common victims, but men can be victims, too. Domestic abuse can affect people in all kinds of relationships. Straight, LGBTQ, married, divorced, living together, or dating.

Though domestic abuse is common, it is often hidden. Many victims remain silent out of shame or fear—or because they don’t know that help is available.

**Recognizing domestic abuse**

Recognizing abuse is the first step toward getting help. Not all abuse involves hitting or threats of physical violence. Remember that someone who is scared, denied access to money, or put down is being abused as well. It might be you, a parent, your sibling, your child, a friend.

Domestic violence and abuse can happen to anyone, regardless of physical stature, income, or gender, yet the problem is often overlooked, excused, or denied. This is especially true when the abuse is psychological, rather than physical.

Domestic abuse often escalates from threats and verbal abuse to physical violence. And while physical injury may be the most obvious danger, the emotional and psychological consequences are also severe. The abuser may also threaten or hurt those around the abused. Emotionally abusive relationships can destroy your self-worth, lead to anxiety and depression, and make one feel helpless and alone.

Victims Division. Officers in this squad are specially trained to respond sensitively to victims of sexual assault.

- Go to a hospital. Hospitals can document and treat injuries. Going to the doctor may be easier if someone goes with you. New York City hospitals also have sexual assault experts on staff who can help you through the process.
- Treatment and preservation of evidence are crucial to a criminal investigation, and it is best gathered as soon as possible after an incident. It may be helpful in obtaining an order of protection. An individual who may be a victim of sexual misconduct as a consequence of alcohol and/or other drugs should have a toxicology examination at the hospital as quickly as possible as drugs may remain in a person’s system for only a short time. Most hospitals have rape victim protocols that are very supportive of victims. Victims are able to receive a sexual assault forensic examination (commonly referred to as a “rape kit”) within 96 hours of an assault. You are encouraged to let hospital personnel know if you do not want your insurance policy holder to be notified about your access to these services.
- Use the resources listed at the end of this brochure. There are professionals at FIT who can help a student or employee get assistance and receive reports. New York City, New York State, and national resources are also available.

**AFFIRMATIVE CONSENT**

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance does not in and of itself, demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent may be initially given but withdrawn at any time. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm. When consent is withdrawn or can no longer be given, sexual activity must stop. Children under 17 years of age cannot legally consent under New York State law to having sex or sexual contact with an adult (i.e., someone who is 17 years of age or older).

Put simply, sex is something that you participate in, not something that happens to you. Affirmative consent is strictly required by FIT policy.
Defining an abuser

There are many signs of an abusive relationship. The most telling sign is fear of a partner. If someone feels they have to constantly watch what they say and do in order to avoid a blow-up, it’s likely the relationship is unhealthy and abusive. Other signs of an abusive relationship include when someone tries to belittle, control, or isolate their partner from family members and friends. An abuser doesn’t “play fair.” Abusers use fear, guilt, shame, and intimidation to wear their target down and control him or her. The abused person may have feelings of self-loathing, helplessness, and desperation.

Abusers can control their behavior; they do it all the time.

- Abusers choose whom to abuse. They don’t insult, threaten, or assault everyone in their life who angers or annoys them. They usually abuse the people closest to them, the ones they claim to love.
- Abusers choose when and where to abuse. They control themselves until no one else is around to see their behavior. In public, they may act like everything is fine but lash out as soon as they are alone with their target.
- Abusers are able to stop their abusive behavior when it benefits them. Most abusers are able to immediately stop their abusive behavior when it’s to their advantage to do so (for example, when the police show up or their boss calls).
- Violent abusers usually direct their blows where the marks won’t show. Rather than act out in a mindless rage, many physically violent abusers carefully aim their kicks and punches where the bruises can’t be seen.

Recognizing the warning signs of domestic violence and abuse

It’s impossible to know for sure what goes on behind closed doors, but there are some telltale signs and symptoms of emotional abuse and domestic violence. If you witness any of the following warning signs of abuse in a friend, family member, or co-worker, take them seriously.

People who are being abused may:

- seem afraid of or anxious to please their partner;
- go along with everything their partner says and does;
- check in often with their partner to report where they are and what they’re doing;
- receive frequent, harassing phone calls from their partner; and/or
- talk about their partner’s temper, jealousy, or possessiveness.

Warning signs of physical violence

People who are being physically abused may:

- have frequent injuries, which they explain as “accidents”;
- often miss work, school, or social occasions, without explanation; and/or wear clothing designed to hide bruises or scars (e.g., long sleeves in summer or sunglasses indoors).

Warning signs of isolation

People who are being isolated by their abuser may:

- be restricted from seeing family and friends;
- rarely go out in public without their partner; and/or
- have limited access to money, credit cards, or the car.

The psychological warning signs of abuse

People who are being abused may:

- have very low self-esteem, even if they used to be confident;
- show major personality changes (e.g., an outgoing person becomes withdrawn); and/or
- be depressed, anxious, or suicidal.

What to do if you suspect abuse

If you suspect that someone you know is being abused, speak up! If you’re hesitating—thinking that it’s none of your business, that you might be wrong, or that the person might not want to talk about it—keep in mind that expressing your concern will let the person know you care. It may even save their life.

Do

- Ask if something is wrong.
- Express concern.
- Listen and validate.
- Offer help.
- Refer for assistance and support.

Don’t

- Wait for them to come to you.
- Judge or blame.
- Pressure them.
- Give advice.
- Place conditions on your support.

Talk to the person in private and let them know you’re concerned. Remember, abusers are very good at controlling and manipulating their victims. People who have been emotionally abused or battered are depressed, scared, ashamed, and confused. They need help to get out of the relationship, but they’ve often been isolated from family and friends. By picking up on the warning signs and offering support, you can help them escape an abusive situation and begin healing.
If you or someone you know is being abused, resources are available on campus and around New York City. Information on making reports to FIT, as well as information about confidential resources at FIT and in the community, is available at the end of this brochure under “Help for Victims.”

STALKING

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking involves repeated and continued harassment made against the expressed wishes of another individual, which causes the targeted individual to feel emotional distress, including fear and apprehension. Stalking behaviors may include pursuing or following; nonconsensual (unwanted) communications or contact—including face-to-face, telephone calls, voice messages, electronic messages, text messages, unwanted gifts; trespassing; and surveillance or other types of observation. Cyberstalking involves using the internet or other electronic means as a way to harass someone.

Stalking is serious, and it can happen to anyone. An estimated 3.3 million persons age 18 or older were victims of stalking during a 12-month period, according to a U.S. Department of Justice report in 2012. If you quickly recognize the actions of a stalker, you can respond appropriately and perhaps avoid an escalation to physical violence. As soon as you become aware of potential stalking behavior, keep a written record of any contact whatsoever with this person.

How to identify stalking

• Watch for any unwanted contact or pursuit that would cause a reasonable person to feel fear. Typical stalking behaviors include phone calls at all hours of the day or night and anonymous calls in which the caller just hangs up.

• Be attuned to repeated but seemingly casual meetings. A friend, an ex-partner, or a stranger waiting uninvited outside a home or workplace is a typical stalking behavior.

• Listen for threats, even heavily veiled ones, against someone specific, including friends, family members, pets, or possessions.

• Consider unwanted written messages and unexpected gifts as possible signs of stalking.

• Be aware of defamation of character, another tool in the stalker’s arsenal. A stalker may spread rumors in social circles or post lies online.

• Stalking is a crime. You do not have to put up with behavior that makes you feel afraid or uncomfortable. If you believe you are being stalked, report it.

What to do if you’re being stalked

• Tell the stalker once and only once to stop the behavior. Be firm and direct. Do not try to be nice or spare the feelings of the stalker.

• Avoid all contact with the stalker. Any response you make, positive or negative, may be perceived as encouragement. Behavior that is ignored is more likely to stop. However, it may get worse before it stops completely.

• Turn to family, friends, neighbors, and coworkers for support. Do not listen to people who think you are inventing or exaggerating the stalking events or that the stalker is merely an overzealous romantic.

• Let people know about the situation so they can help you. Provide them with a photo and/or a description of the suspect.

IMMIGRATION AND VISA FAQS FOR VICTIMS OF SEXUAL AND INTERPERSONAL VIOLENCE

International students and scholars who have been victims of sexual and interpersonal violence with questions about their immigration and visa status are advised to seek the assistance of an immigration attorney. This page is a resource to explain certain aspects of the law, but is not a replacement for, and does not constitute, legal advice. Information on legal resources is provided here for informational purposes; providing these informational resources does not constitute FIT’s endorsement of any attorney you may find as a result of accessing the resources.

I’ve been a victim of assault. Does my immigration status affect my ability to access on-campus resources?

No. Under the law, students and staff who are victims or survivors of sexual and interpersonal violence receive the same rights under Title IX of the 1972 Education Amendments (Title IX) and the Violence Against Women Act (VAWA), regardless of immigration and visa status.

You can find more information about on-campus medical and counseling resources as well as available accommodations at the end of this brochure.

You can find information about the student conduct process at fitnyc.edu/empower.

The college will not treat you differently on the basis of reporting a crime; the College’s Sexual Misconduct policy prohibits retaliation.
Can I press criminal charges?
Yes, you may press criminal charges regardless of your immigration status. Information about New York’s criminal definitions of sexual assault, domestic violence, dating violence, and stalking may be found in FIT’s Annual Security and Fire Safety Report.

Specific questions about filing charges may be addressed to:
- NYPD 10th Precinct, 212 741.8211, 230 West 20th Street
- NYPD Special Victims Liaison Unit, 212 267.RAPE (7273) (phone is answered 24 hours in both English and Spanish) or 646 610.7272

FIT’s Department of Public Safety is also available to provide assistance and support when contacting local law enforcement. The Department of Public Safety can be reached at 212 217.7777 or visit Pomerantz Center, Room D442.

Are there specific visa and immigration statuses for victims of crimes?
Yes. For victims of sexual assault, domestic violence, dating violence, and stalking, there may be other visa options, including U and T visas. For specifics, talk to an immigration attorney.

U Visa
- for victims of substantial physical or mental abuse as the result of certain criminal activity, including sexual abuse, domestic violence, rape, assault, or other related crimes
- victim/applicant must be a victim of qualifying criminal activity and likely to be helpful to the investigation and/or prosecution of that criminal activity
- generally valid for four years

For more information, consult an immigration attorney, and visit uscis.gov/humanitarian/victims-human-trafficking-other-crimes/victims-human-trafficking-t-nonimmigrant-status

T Visa
- for victims of human trafficking
- must comply with reasonable requests from law enforcement for cooperation in investigation or prosecution of trafficking act(s) (unless unable to cooperate because of physical or psychological trauma), and must be able to demonstrate that the victim/applicant would suffer extreme hardship if removed from the United States
- generally valid for four years

For more information, consult an immigration attorney, and visit uscis.gov/humanitarian/victims-human-trafficking-other-crimes/victims-human-trafficking-t-nonimmigrant-status

Is there an office on campus that can provide me additional information?
For students with questions regarding immigration status:
International Student Services
Business and Liberal Arts Center, Room B103
212 217.3700
fit_oisa@fitnyc.edu

For faculty and staff with questions about immigration status:
Human Resources
333 Seventh Avenue, 16th Floor
212 217.3650
humanresources1@fitnyc.edu

For support and resources for faculty and staff:
Employee Assistance Program
Pomerantz Center, Room DC35
212 217.5600
robin_zarel@fitnyc.edu

Visa Options
F-1 and J-1 Students and Scholars
- options for reduced course-load approval due to medical conditions certified by a licensed medical doctor, doctor of osteopathy, or licensed clinical psychologist
- options for, and consequences to, withdrawing from your academic program
- information about returning to the academic program at a later date, if the student chooses to withdraw
- options and consequences for accompanying spouses
- general information on options for changing visa status.
- general information on U and T visas (referral to a qualified immigration attorney)
- referral to a qualified attorney
H-1B, O-1, E-3, or TN Employees

- options for a work leave of absence, and consequences to your immigration status
- options and consequences for accompanying spouses
- general information on options for changing visa status (referral to a qualified immigration attorney)
- general information on U and T visas (referral to a qualified immigration attorney)
- referral to a qualified immigration attorney

Pending U.S. Permanent residents (green card not yet approved)

- impact of leaving your employment on your pending employer-sponsored permanent resident application
- referral to a qualified attorney

What is an immigration lawyer and what do they do?

Immigration lawyers are licensed attorneys who specialize in the field of immigration law. They function as the client’s advocate and can represent them before immigration agencies, both in immigration court as well as in filing applications for immigration benefits. The lawyer can give general advice and can discuss immigration options. Like all lawyers, immigration lawyers are required to keep client discussions confidential in accordance with their professional ethical and legal obligations.

Where can I find a local immigration attorney?

The American Immigration Lawyers Association (AILA) offers an online Immigration Lawyer Referral Service that can help a student or scholar find an immigration lawyer at aialawyer.org.

U.S. Citizenship and Immigration Services (USCIS), a bureau of the Department of Homeland Security (DHS), offers two sites to help individuals find free or low-cost legal representation at uscis.gov/citizenship/learners/find-help-your-community and uscis.gov/avoid-scams/find-legal-services.

The Board of Immigration Appeals (BIA) provides a listing of attorneys by state who provide immigration services for free or for little cost at justice.gov/eoir/ list-pro-bono-legal-service-providers.

The American Bar Association also provides information on finding legal services by state at americanbar.org/groups/legal_services/lhh-home.html.

PROTECTIONS AND ACCOMMODATIONS

Various protections and accommodations are provided by FIT in response to allegations of a violation of FIT’s Sexual Misconduct Response Policy, regardless of whether the victim chooses to make a report to local law enforcement or Public Safety.

Requests for FIT accommodations or protections, as well as requests for assistance in contacting local law enforcement for other types of protections and accommodations, should be directed to the Title IX coordinator. The Title IX coordinator determines student protective measures, with the exception of interim suspension, which is determined by the dean of students. The Title IX coordinator makes recommendations for protective measures to Human Resources for employees. Information on the factors and processes the Title IX coordinator uses to determine or review accommodations/protective measures is available in detail in the Sexual Misconduct Response Policy. Please know that all accommodations or protective measures will be treated as confidential to the extent it is possible to do so without impairing implementation of the measures.

FIT Protections and Accommodations

The following protections and accommodations are offered by FIT to those involved in a sexual misconduct investigation:

No Contact Orders: Once a “no contact order” has been issued, intentional attempts to contact or come into contact with the other party is prohibited for the duration of the investigation. Violation of a “no contact order” after it has been issued is a violation of college policy and the individual will be subject to additional misconduct charges.

Accommodations: To obtain reasonable and available interim measures and accommodations that effect a change in academic (for students), housing (for students), employment (for employees), transportation, or other applicable arrangements in order to ensure safety, prevent retaliation, and avoid an ongoing hostile environment.

Please note: Students may have concerns about financial aid matters, such as how their financial aid might be affected by a reduction in course load. Information about financial aid matters is available from:

Financial Aid Services
fitnyc.edu/financial-aid
212 217.3560

Dubinsky Student Center
Room A212-A

Persona Non Grata: To have assistance from Public Safety or the Title IX coordinator in obtaining a persona non grata letter, subject to legal requirements and college policy when the respondent is not a member of the college community.
Interim Suspension (for students): To have the respondent placed on interim suspension where the respondent is a student and presents a continuing threat to the health and safety of the community. Should the Title IX coordinator believe that interim suspension is an accommodation worth considering during an investigation, the Title IX coordinator will confer with the dean of students. The dean of students will then make the final determination as to whether interim suspension is an appropriate accommodation during an investigation.

Non-FIT Protections and Accommodations
Members of the FIT community may obtain an order of protection or, if outside of New York State, an equivalent protective or restraining order.

Should a member of the FIT community have interest in obtaining an order of protection, FIT will provide assistance in the following ways:

- Upon request, Public Safety or the Title IX coordinator will assist in obtaining an order of protection or, if outside of New York State, an equivalent protective or restraining order.

- If an individual is granted an order of protection, to receive a copy of the order of protection or equivalent and have an opportunity to meet or speak with a college official such as the Title IX coordinator, who can explain the order and answer questions about it, including information from the order of protection about the respondent’s responsibility to stay away from the complainant.

- Explain the consequences for violating the order of protection, including but not limited to arrest, additional conduct charges, and interim suspension.

- When an individual violates an order of protection or equivalent protective or restraining order from outside New York State, to have Public Safety assist in calling and assisting local law enforcement in effecting an arrest.

FIT shall comply and assist with enforcement of all known orders of protections. Students are encouraged to bring their orders of protections to the Title IX coordinator or Public Safety’s attention and are responsible for notifying these officials/departments if there are any changes to the order of protection. Employees are encouraged to bring their orders of protection to the attention of the vice president for Human Resource Management and Labor Relations or Public Safety and are responsible for notifying these officials/departments if there are any changes to the order of protection.

SEXUAL MISCONDUCT: BILL OF RIGHTS

The State University of New York and the Fashion Institute of Technology are committed to providing options, support, and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in college/university-wide and campus programs, activities, and employment. All victims/survivors of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad:

The right to:

1. Make a report to local law enforcement and/or state police;

2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;

3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;

4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;

5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;

6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;

7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;

8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;

9. Access to at least one level of appeal of a determination;

10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and

11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.
HELP FOR VICTIMS

• For all emergencies, dial 911 or contact Public Safety at 212 217.7777.

• If you have been the victim of sexual misconduct, you have the right to make a report to FIT Public Safety (212 217.7777, Pomerantz Center, Room D442), local law enforcement (911 or 212 741.8211, 10th Precinct, 230 West 20th Street), and/or state police. FIT administrators can assist you in making a report to these authorities, if you wish. You also have the right to choose not to report the incident to law enforcement.

FIT Reporting Resources

You also have the right to report the incident to FIT. The college encourages reports be made to one of the offices listed below. Please note that FIT strictly prohibits retaliation against individuals making a report of misconduct or who are otherwise involved in the conduct process. More information on how to report and the procedures FIT follows to respond to incidents of sexual misconduct can be found in FIT’s Sexual Misconduct Response policy.

For Students and Employees:
• Title IX Coordinator, 212 217.3360, 333 Seventh Avenue, 16th Floor

For Students:
• Assistant Vice President/Dean of Students, 212 217.3800, Business and Liberal Arts Center, Room B221
• FIT Care Team, 212 217.3800, Business and Liberal Arts Center, Room B221
• International Student Services, 212 217.3700, Business and Liberal Arts Center, Room B103

For Employees:
• Human Resources, 212 217.3650, 333 Seventh Avenue, 16th Floor

Confidential Resources at FIT

FIT also has confidential resources that can provide medical attention, support, and assistance for physical and mental health. These resources are generally not required to re-disclose any information provided by a reporting individual. For more details about the ability of these resources to maintain confidentiality, please see FIT’s Sexual Misconduct Response Policy.

For Students:
• Counseling Center, 212 217.4260, Dubinsky Student Center, Room A212B
• Health Services, 212 217.4190, Dubinsky Student Center, Room A402

For Employees:
• Employee Assistance Program, 212 217.5600, Pomerantz Center, Lower Level Room A608D

City, State, and National Emergency Resources

The New York State Office of Victim Services provides support and resources for victims of crimes, including crimes of sexual misconduct. The OVS may be able to assist in compensating victims/survivors for health care and counseling services, including emergency funds. More information may be found on its website, ovs.ny.gov, or by calling 800 247.8093.

Additional support resources are available in the community, from in-person emergency care to support hotlines. In addition to the resources highlighted below, SUNY’s Sexual Assault & Violence Response (SAVR) Resources allow searching by campus, map, or zip code. The SAVR site also includes information about sexual misconduct response in a variety of different languages. suny.edu/violence-response.

• Beth Israel Medical Center, 212 420.2000, First Avenue at 16th Street
• NYC Family Justice Center, dial 311
  • NYC Family Justice Center, Manhattan, 212-602-2800, 80 Centre Street
  • NYC Family Justice Center, Bronx, 718-508-1220, 198 East 16th Street, 2nd Floor
  • NYC Family Justice Center, Brooklyn, 718-250-5111, 350 Jay Street
  • NYC Family Justice Center, Queens, 718-575-4545, 126-02 82nd Avenue
  • NYC Family Justice Center, Staten Island, 718-697-4300, 126 Stuyvesant Place
• New York State Office for the Prevention of Domestic Violence and Hotline, 800 942.6906
• NYC Domestic Violence Hotline, 800 621.HOPE (4673) or dial 311 (all languages, 24 hours)
• NYC Rape and Sexual Assault Hotline, 212 227.3000 (all languages, 24 hours)
• NYPD Special Victims Liaison Unit, 212 267.RAPE (7273) (English and Spanish, 24 hours)
• SurvJustice
• Legal Momentum
• NYSCASA (New York State Coalition Against Sexual Assault)
• NYSCADV (New York State Coalition Against Domestic Violence)
• Pandora’s Project
• Anti-Violence Project
• RAINN (Rape, Abuse & Incest National Network), 800 656.HOPE (4673) (24 hours)
• Safe Horizons
• GLBTQ Domestic Violence Project
• National Center for Victims of Crimes
• National Domestic Violence Hotline, 800 799SAFE (7233)
Phone Numbers
Public Safety, Room D442 212 217.7777
Counseling Center, Room A212B 212 217.4260
Health Services, Room A402 212 217.4190
Residential Life:
  210 West 27 Street 212 217.3900
  406 West 31 Street 212 217.3930
Enrollment Management and
  Student Success, Room B221 212 217.3800
Title IX Coordinator, 333 Seventh Ave., 16th Floor 212 217.3365

Published by Communications and External Relations in association
with Public Safety and Enrollment Management and Student Success

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