

LENOIR-RHYNE UNIVERSITY · OFFICE OF CIVIL RIGHTS COMPLIANCE

Sexual Misconduct, Relationship Violence, and Stalking

Rights, Options, and Resources

A VAWA and Title IX Resource Guide for Students and Employees

YOU ARE NOT ALONE

If you have experienced sexual assault, dating or domestic violence, or stalking, you are not alone. You have rights, choices, and people at Lenoir-Rhyne ready to help. This guide explains your options, the resources available to you, and what to expect if you choose to make a report.

Your preferences will guide the University's response to the greatest extent reasonably possible. In limited circumstances, LR may need to take action to protect individuals or the University community. Reading this guide does not commit you to any action.

IF YOU NEED HELP NOW

In an immediate emergency, call 911.

Hickory Public Safety (24/7): 828.328.7146

LR Asheville Campus Safety: 828-407-4263

Title IX Coordinator: Leah Reynolds, Ed.D. — leah.reynolds@lr.edu · (828) 328-7040.

This guide reflects Lenoir-Rhyne's Non-Discrimination, Harassment, and Anti-Retaliation Policy and Resolution Procedures, effective July 2026. Where this guide and the policy differ, the policy governs. See lr.edu/title-ix.

A NOTE ON LANGUAGE

This guide uses several terms for a person who has experienced harm. "Complainant" is the term LR's policy uses for a person alleged to have been subjected to prohibited conduct; "Respondent" is a person alleged to be responsible. Outside the formal process, people may prefer "victim" or "survivor." "Reporting party" refers to anyone who makes a report, who may or may not be the person harmed. You may use whatever term fits you.

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SECTION 1

You Are Not Alone

Lenoir-Rhyne University is committed to a community free from sexual and gender-based misconduct. If you have experienced or witnessed sexual assault, dating violence, domestic violence, or stalking, support is available whether or not you choose to report, and whether the harm occurred on or off campus.

YOUR FIRST CHOICES ARE YOURS TO MAKE

- **Get safe.** Move to a safe location and call 911 in an emergency.
- **Get care.** Seek medical attention, which can also preserve evidence.
- **Get support.** Talk with a confidential resource, who is generally not required to report to the Title IX Coordinator when acting in that role, subject to legal exceptions.
- **Consider reporting.** You may report to the University, to law enforcement, to both, or to neither.

REMEMBER

You are not required to decide everything at once. Supportive measures are available even if you never file a formal complaint.

SECTION 2

Get to Safety and Obtain Medical Care

Your safety and health come first. In an emergency, call 911 or campus safety. If you are able, move to a safe place and reach out to someone you trust.

MEDICAL CARE AND FORENSIC EXAMINATION

- Seek medical care promptly. Care can treat injuries, address the risk of infection or pregnancy, and, if you choose, collect evidence.
- A sexual assault forensic examination (a "SAFE" or "rape kit") can be performed at a hospital. You may have an exam even if you are undecided about reporting.
- Evidence is most effectively collected within 72 to 120 hours, but seeking care later is still worthwhile.
- You may ask for a confidential advocate to accompany you.

Campus	Nearest hospital for a forensic exam
Hickory	Frye Regional Medical Center. 420 N. Center St., Hickory, NC. 828-315-5000
Asheville	Mission Hospital. 509 Biltmore Ave, Asheville, NC. 828-213-1111

SECTION 3

Preserve Evidence

Preserving evidence may help establish what occurred, support an institutional or criminal process, or assist in obtaining a protective order. You do not have to decide whether to report to preserve evidence.

- To the extent you can, avoid showering, bathing, using the toilet, brushing teeth, eating, or drinking before a forensic exam.
- Save the clothing you were wearing in a clean paper bag, not plastic.
- Do not wash or discard bedding, and avoid cleaning the area where the incident occurred.
- For stalking or relationship violence, keep texts, emails, voicemails, screenshots, photos, gifts, and a log of dates, times, and locations.
- Preserve social media messages and call histories before they can be deleted.

TIP

A confidential advocate or the Title IX Office can help you understand how evidence preservation works before you decide anything.

SECTION 4

Your Reporting Choices

You may report to the University, to law enforcement, to both, or to neither. You may also speak with a confidential resource without making a report.

REPORTING TO THE UNIVERSITY

- Contact the Title IX Coordinator, or any Official with Authority, in person, by phone, by mail, or by email.

- You may submit a report at any time, including outside business hours, through the online form at lr.edu/title-ix.
- The Title IX Coordinator will contact you to offer supportive measures and explain your options for resolution.

CONFIDENTIAL VS. MANDATORY-REPORTING EMPLOYEES

Most LR employees are Mandatory Reporters and must report prohibited conduct to the Title IX Coordinator. Confidential Employees are the exception. If you want to talk something through privately first, begin with a confidential resource (Section 5).

REPORTING TO LAW ENFORCEMENT

- You have the right **to notify campus or local law enforcement.**
- You have the right **to request the University's assistance in contacting law enforcement.**
- You have the right **to decline to involve law enforcement.**

YOUR CHOICE

Reporting to law enforcement and reporting to the University are separate choices. You may do one, both, or neither, and LR's process does not depend on the status of any criminal case.

SECTION 5

Confidential and Private Resources

It helps to know the difference between confidentiality, privacy, and statistical reporting before you decide whom to talk to.

CONFIDENTIALITY	PRIVACY	CLERY STATISTICS
Information generally is not disclosed outside the privileged relationship. It applies when a Confidential Employee is acting within the scope of that role.	Information is shared only with the personnel who need it to carry out institutional responsibilities. LR keeps the circle of knowledge as narrow as possible.	Certain incidents are counted for federal reporting without identifying the reporting party.

CONFIDENTIAL RESOURCES AT LR

Confidentiality applies when the individual is acting within the scope of a privileged or confidential role. LR's policy identifies the following examples:

- Licensed counselors (University Counseling Services).
- The University Pastor, when acting in a pastoral role.
- Healthcare providers (the Physician Assistant and Student Health).

Pastoral and professional counselors acting within that role are exempt Campus Security Authorities under the Clery Act; any statistical report they make is voluntary and anonymous.

PRIVACY OF A UNIVERSITY REPORT

When you report to a non-confidential employee, LR protects your privacy by limiting information to officials with a legitimate educational interest and keeping the circle of knowledge as narrow as possible.

SECTION 6

Your Rights Under VAWA and Title IX

When you report dating violence, domestic violence, sexual assault, or stalking, federal law requires LR to give you a written explanation of your rights and options. Those rights include:

- **The right to notify** campus or local law enforcement, and the right to be assisted by LR in doing so.
- **The right to decline** to notify law enforcement.
- **No-contact and protective orders.** Information about University no-contact directives and about court-issued protective or restraining orders.
- **Written notice of resources.** Information on counseling, health, mental-health, victim advocacy, legal assistance, visa and immigration assistance, and student financial-aid resources, on and off campus.
- **Accommodations and changes.** Options for changes to academic, living, transportation, and working situations.
- **Availability regardless of reporting.** These changes are available upon request and are reasonably available, whether or not you report to law enforcement.
- **Confidentiality of measures.** LR maintains the confidentiality of supportive and protective measures, and of any publicly available recordkeeping, to the extent practicable.
- **Disciplinary procedures.** A clear explanation of LR's institutional disciplinary procedures (Sections 10 and 11).

PROTECTIVE ORDERS

- LR cannot issue a court protective order.
- A University no-contact directive is separate from a civil or criminal protective order.
- LR can provide information and referrals to help you seek a protective order.
- Give LR a copy of any protective order so LR can support and honor it.
- Report any violation of a court order to law enforcement.

HOW TO GET THIS IN WRITING

LR provides a written Rights and Option Notice to a student or employee who reports sexual assault, dating violence, domestic violence, or stalking. A concise notice is provided together with this Resource Guide.

SECTION 7

Supportive Measures and Changes to Academic, Living, Transportation, and Working Situations

Supportive measures are individualized, non-punitive services offered as appropriate, without fee, to restore or preserve your access to LR's programs, activities, or employment, or to protect safety. They are available without filing a formal complaint.

EXAMPLES OF SUPPORTIVE MEASURES

- Counseling and medical referrals; Employee Assistance Program referral
- Academic support, deadline extensions, or course adjustments
- Altered work arrangements
- No-contact directives
- Safety planning and campus escorts
- Transportation accommodations
- Increased monitoring of areas of campus
- Class-schedule changes, withdrawals, or leaves
- Trespass or persona-non-grata orders
- Timely warnings

HOW SUPPORTIVE MEASURES DIFFER FROM SANCTIONS AND REMEDIES

SUPPORTIVE MEASURES	SANCTIONS	REMEDIES
Individualized, non-punitive services available without fee and without requiring a formal complaint. Offered to either party.	Consequences imposed on a Respondent only after a finding of responsibility.	Steps designed to restore or preserve access for the Complainant, which may be provided even where no policy violation is found.

NO-CONTACT DIRECTIVES

Where contact between parties must be limited, LR uses no-contact directives or other contact restrictions as appropriate. A restriction is not automatically mutual.

SECTION 8

Definitions of Prohibited Conduct

LR distinguishes between Title IX Sexual Harassment, which carries specific jurisdictional requirements and a live-hearing process, and broader sex-based or discriminatory harassment addressed under LR's institutional standard.

TITLE IX SEXUAL HARASSMENT	SEX-BASED / DISCRIMINATORY HARASSMENT (NON-TITLE IX)
Conduct on the basis of sex, in LR's education	

program or activity and against a person in the United States, that is quid pro quo harassment; hostile-environment conduct that is severe, pervasive, and objectively offensive such that it effectively denies equal access; or sexual assault, dating violence, domestic violence, or stalking.

Unwelcome conduct based on a protected status that is severe or pervasive and objectively offensive and that limits or denies equal access. This broader institutional standard is addressed under the civil-rights procedure.

SEXUAL ASSAULT

Sexual assault includes rape, sodomy, sexual assault with an object, criminal sexual contact, incest, and statutory rape, each committed without consent, as defined by federal reporting standards and North Carolina law.

DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Domestic violence: Felony or misdemeanor crimes committed by a current or former spouse or intimate partner, a person with whom the victim shares a child, a cohabitant, or a person similarly situated under North Carolina family or domestic-violence law.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress.

Sexual exploitation: Taking non-consensual or abusive sexual advantage of another, such as voyeurism; non-consensual recording, viewing, or distribution of sexual images; causing another's incapacitation to compromise consent; and related conduct.

Retaliation: Intimidation, threats, coercion, or discrimination against any person for reporting, supporting, participating, or declining to participate in a matter under the policy or Title IX.

SECTION 9

Consent, Coercion, and Incapacitation

Consent: A knowing, voluntary, and clear permission, by word or action, to engage in sexual activity.

- Consent may be withdrawn at any time.
- It cannot be inferred from silence or the absence of resistance.
- It cannot be presumed from a current or prior relationship.
- It cannot be given by a person who is incapacitated.

Force: The use of physical violence, threats, intimidation, or coercion to gain sexual access.

Coercion: Unreasonable pressure for sexual activity.

Incapacitation: A state in which a person cannot make a rational, reasonable decision because they lack the capacity to give knowing consent, whether due to alcohol or other

drugs, unconsciousness, or a temporary or permanent condition. Incapacitation is not the same as intoxication.

It is a defense to a sexual-assault allegation that the Respondent neither knew nor reasonably should have known the Complainant to be incapacitated, judged by an objective, reasonable-person standard. The burden of determining whether the policy was violated rests with the University, not with either party.

SECTION 10

What Happens After a Report

WHERE THE POLICY APPLIES (JURISDICTION)

- **Title IX jurisdiction** applies to qualifying conduct in LR's education program or activity, against a person in the United States.
- **Other off-campus or online conduct** may be addressed when it has continuing effects in LR's programs or otherwise affects a substantial University interest.

The Title IX Coordinator documents the basis for routing each matter to the correct procedure.

THE PROCESS AT A GLANCE

1	Report or notice Accepted at any time, from any person.
2	Initial assessment Typically within about five business days; supportive measures offered.
3	Supportive measures Offered to the parties as appropriate, without fee.
4	Jurisdiction and procedural routing Title IX procedure or civil-rights procedure, documented.
5	Notice of Investigation and Allegations Equal written notice to the parties.
6	Investigation A trained investigator gathers evidence and interviews the parties and witnesses.
7	Evidence review Parties review and respond to the evidence.
8	Hearing or review meeting Live hearing for Title IX matters; review meeting for other matters.
9	Written determination and appeal Simultaneous written outcome, with the right to appeal.

SECTION 11

Hearings, Review Meetings, and Appeals

LIVE HEARING (TITLE IX)	REVIEW MEETING (OTHER MATTERS)
For Title IX Sexual Harassment, a live hearing is	For all other matters, the decision-maker

held before a single trained decision-maker. Each party's advisor asks the other party and witnesses relevant questions in real time; the decision-maker rules on relevance before any question is answered. Upon request, parties may be in separate rooms, and a recording or transcript may be made.

resolves the complaint through a review meeting. Parties submit proposed questions to be posed through the decision-maker and do not question one another directly.

ADVISORS

- Each party may have one advisor of choice, who may be an attorney, at any meeting or interview.
- An advisor supports and consults with the party but, except at a Title IX live hearing, does not speak for the party.
- At a Title IX live hearing, questioning of the other party and witnesses is conducted by the advisors, not the parties.
- If a party has no advisor for the hearing, LR provides a trained advisor, without charge, for the limited purpose of questioning.

EVIDENCE

- Only relevant evidence is considered, gathered, and weighed uniformly.
- Privileged information is generally excluded absent waiver; treatment records require the party's written consent.
- Questions about a Complainant's prior sexual conduct are excluded, except to prove that someone else committed the conduct, or as to specific incidents with the Respondent offered to prove consent.
- A party's or witness's absence, or refusal to answer, does not by itself prevent reliance on other relevant evidence, and no adverse inference is drawn solely from a decision not to participate.

STANDARD OF PROOF AND DETERMINATION

Both procedures use the preponderance-of-the-evidence standard and a presumption that the Respondent is not responsible until a determination is made. The decision-maker issues a written determination stating the allegations, the evidence relied upon, the rationale, any sanctions, whether remedies will be provided, and the appeal process.

APPEALS

Any party may appeal a determination or dismissal within five business days of the written decision, on one or more of these grounds:

- **Procedural irregularity** that affected the outcome.
- **Newly available evidence** that could affect the outcome.
- **Conflict of interest or bias** by the Title IX Coordinator, investigator, or decision-maker that affected the outcome.

The appeal decision is deferential to the original determination and is generally final, except where an appeal results in a new hearing.

SECTION 12

Protection from Retaliation

Retaliation against any person for reporting, supporting, participating, or declining to participate in a matter under the policy or Title IX is prohibited and is itself a violation, whether by the University, an employee, a student, or a third party.

- Retaliation includes intimidation, threats, coercion, and adverse employment or educational action.
- If you believe you are experiencing retaliation, contact the Title IX Coordinator right away.
- To encourage reporting, LR offers amnesty from minor policy violations related to an incident.

SECTION 13

Helping a Friend and Bystander Intervention

FIRST, THIS

Responsibility for sexual misconduct rests solely with the person who commits it. Nothing a person does, wears, says, or drinks causes or excuses violence.

RECOGNIZING WARNING SIGNS

- Controlling, isolating, or threatening behavior in a relationship.
- Unwanted, repeated contact or following.
- A friend who seems fearful, withdrawn, or suddenly changed.

SAFE AND POSITIVE BYSTANDER INTERVENTION

- Direct: check in or speak up if it is safe to do so.
- Distract: interrupt the situation without confrontation.
- Delegate: involve friends, staff, or public safety.
- Delay: check on the person afterward and offer support.

CONSENT AND RESPECTFUL COMMUNICATION

- Ask, listen, and respect the answer. Consent is ongoing and can be withdrawn.
- Silence or a prior relationship is not consent.

PERSONAL SAFETY PLANNING

- Identify safe people, places, and exits.
- Keep important numbers and documents accessible.
- Ask the Title IX Office or an advocate to help build a plan.

HOW TO SUPPORT A FRIEND

- Listen, respond with care, and avoid questioning or blaming the person.
- Let them make their own choices.

- Share these resources and offer to go with them.

PREVENTION PROGRAMS

LR provides education and training on awareness, risk reduction, and safe bystander intervention for new students and employees, along with ongoing awareness campaigns, in compliance with the Violence Against Women Act.

SECTION 14

Campus and Community Resources

LENOIR-RHYNE UNIVERSITY RESOURCES

Office / role	Contact
Title IX Coordinator	Leah Reynolds, Ed.D. · leah.reynolds@lr.edu · (828) 328-7040
University Counseling Services	828.328.7959
Student Health	828.328.7959
University Pastor	· 828.328.7373
Human Resources	Interim Director Erica Freeman. 828.328.7185; erica.freeman@lr.edu
Student Affairs / Dean of Students	Dr. Harry Titus; 828.328.7246; harry.titus@lr.edu
Disability Services	Dr. Deby Mitchell; 828.328.7296; Deborah.mitchell@lr.edu
International Student Services	Eric Brandon; 828.328.7301. eric.brandon@lr.edu
Financial Aid	828.328.7300
Protective-order assistance	Catawba County Clerk of Superior Court. 828.328.3485
Public Safety — Hickory	Business hours 828.328.7145; 24/7 828.328.7146
Campus Safety — Asheville	828.407.4263

HICKORY CAMPUS — COMMUNITY RESOURCES

Resource	Contact
Hospital forensic exam (SAFE)	Frye Regional Medical Center. 828.315.5000
Family Guidance Center	828.322.1400 · fgcservices.com · Sexual Assault Crisis Line 828.302.6952
Domestic / dating violence crisis line	828.228.1787
Women's Resource Center	828.322.6333 · wrchickory.org
Hickory Police (non-emergency)	828.328.5551
Catawba County protective-order info	828.328.3485

Legal aid	Legal Aid of NC · 866.219.5262 · legalaidnc.org
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ASHEVILLE CAMPUS — COMMUNITY RESOURCES

Resource	Contact
Hospital forensic exam (SAFE)	Mission Hospital. 828.213.1111
Helpmate (domestic violence)	828.254.0516 hotline · helpmateonline.org
Our Voice (sexual assault)	828.255.7576 crisis line · ourvoicenc.org
Asheville Police (non-emergency)	828.252.1110
Buncombe County protective-order info	828.259.3400
Legal aid	Legal Aid of NC · 866.219.5262 · legalaidnc.org

NORTH CAROLINA STATEWIDE AND NATIONAL RESOURCES

Resource	Contact
NC Coalition Against Domestic Violence	nccadv.org
NC Coalition Against Sexual Assault	919.871.1015 · nccasa.org
NC Victim Assistance Network	919.831.2857 · nc-van.org
National Sexual Assault Hotline (RAINN)	800.656.4673 · rainn.org
National Domestic Violence Hotline	800.799.7233 · thehotline.org

SECTION 15

Title IX Coordinator and Deputy Coordinators

LR's civil rights compliance program uses a hub-and-spoke model. Strategic oversight is centralized with the Title IX Coordinator, while Deputy Title IX Coordinators provide localized expertise across Student Affairs, Human Resources, and Athletics. These Deputy appointments have been approved by University leadership.

WHOM TO CONTACT FIRST

Title IX Coordinator

Leah Reynolds, Ed.D. — Director of Compliance and Title IX Coordinator

Division of Business and Finance · 625 7th Avenue NE, Hickory, NC 28601

leah.reynolds@lr.edu · (828) 328-7040 · lr.edu/title-ix

Contacting a Deputy is a way to reach the Title IX Office; all matters are coordinated centrally. Deputies and their functions:

Deputy Title IX Coordinator	Function	Contact
Dominic Jackson Assistant Dean of Students	Student Matters and Investigative Support	dominic.jackson@lr.edu 828.328.7293 Hickory campus
Carla Fowler Associate Dean of Students	Student support and case management	carla.fowler@lr.edu 828.328.7622 Hickory campus
Erica Freeman Interim Director of Human Resources	Employees and workplace compliance	erica.freeman@lr.edu 828.328.7185 Hickory campus
Katrina Devore Senior Associate AD for Internal Operations	Athletics compliance and education	katrina.devore@lr.edu 828.328.7563 Hickory campus

SECTION 16

Quick-Reference Emergency Page

EMERGENCY

In an emergency, call 911.

If you need to...	Contact
LR Hickory Public Safety	24/7: 828.328.7146
LR Asheville Campus Safety	828.407.4263
Asheville Police (non-emergency)	828.252.1110
Reach the Title IX Office	leah.reynolds@lr.edu · (828) 328-7040
Talk confidentially	University Counseling 828.328.7959; University Pastor (pastoral role)
Reach a 24/7 national hotline	RAINN 800.656.4673 · DV Hotline 800.799.7233

RIGHT NOW, YOU CAN

- Get to a safe place and, if needed, call 911.
- Preserve evidence and consider a forensic exam.
- Talk with a confidential resource.
- Ask the Title IX Office for supportive measures.
- Report to the University, to law enforcement, to both, or to neither.

NOTICE OF NON-DISCRIMINATION

Lenoir-Rhyne University does not discriminate on the basis of sex or other protected characteristics in its education programs, activities, or employment. Inquiries may be directed to the Title IX Coordinator or to the U.S. Department of Education, Office for Civil Rights (OCR@ed.gov; 800-421-3481). The full policy is at lr.edu/title-ix.

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