Non-Retaliation Policy
Reporting individuals are often concerned about retaliation. The College will not only take steps to prevent retaliation, but will also take disciplinary action if it occurs.

Reasonable Accommodations
The King’s College can provide reasonable accommodations for academics, housing, work schedule, no contact orders, campus restrictions, supplying complainant with an escort to ensure he/she feels safe, or other arrangements to help ensure safety of the complainant. Please contact a Title IX Coordinator, 212-659-7292, titleix@tkc.edu, to request accommodations. After students are notified of accommodations, they have the right to review the need for and terms of interim measures and accommodations. They also have the right to request the denial of interim measures and accommodations.

Transcript Notations
In accordance with New York State Education Law Article 129-B, the College will note on a student’s transcript when a student has been suspended or expelled for crimes of violence (including sexual assault). If a student withdraws from the College while under investigation of a complaint, his or her transcript will be marked to say, “withdrew with conduct charges pending.”

Students may request removal of a transcript notation by petitioning the Appeals Board. The request must be in writing and include the rationale for the request. The Appeal should be submitted to the Vice President for Student Development, the Appeals Board, comprised of the Vice President for Academic Affairs, Vice President for Student Development, and the Executive Vice President, will review the request and provide a written response within 30 days from the date the request was received.

Transcript notations cannot be removed until after one year has passed from the conclusion of the student’s suspension. Transcript notations for students who were expelled from the College can never be removed.

Student Bill of Rights
In cases of 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 College disciplinary process and/or criminal justice process free from pressure from the College.
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 College courteous, fair and respectful counseling services.
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 College representatives as practicable and not be required to unnecessarily repeat a description of the incident.
8. Be protected from retaliation by the College, any student, the accused and/or the respondent and/or their friends, family and acquaintances within the jurisdiction of the College.
9. Have access to at least one level of appeal of a determination.
10. Be accompanied by an adviser of choice who may assist a reporting individual or respondent throughout the College 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 College.
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 drugs and alcohol use for those reporting these offenses, and a Student’s Bill of Rights, among other things.

Behaviors Prohibited by Title IX and Article 129-B
Sex discrimination • Sexual harassment • Gender-based harassment, including harassment based on actual or perceived sex, gender, sexual orientation, gender identity or gender expression • Sexual exploitation • Sexual assault • Domestic violence • Dating violence • Stalking • Retaliation

The King's College Policy Regarding Discrimination and Harassment
The King's College is committed to maintaining an educational environment in which all individuals are treated with dignity and respect. The College prohibits harassment or discrimination directed toward any member of the College community based on an individual's age, race, color, national origin, military status, sex, disability, predisposing genetic characteristics, and/or marital status. This includes sexual assault, dating violence, domestic violence, and stalking. See Full Sexual Misconduct and Discrimination policy at https://www.tkc.edu/sexual-misconduct

What Should I Do If I've Been a Victim of Sexual Assault?
Consider reporting the incident to the College and/or police. 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, drink, and if possible do not urinate. Collect all relevant clothing, sheets, and towels. The hospital will administer a rape kit if the woman requests it within 96 hours. The King's College has a Memorandum of Understanding with the Sexual Assault Forensic Examiner (SAFE) Program at Mount Sinai Beth Israel (212-420-4516). Contact a Title IX Coordinator for assistance.

Disciplinary Process
All disclosed or reported incidents will be investigated by a College Title IX Coordinator, pending permission from the complainant. The College will take immediate action to investigate the allegation, prevent its recurrence, and address its effects. Perpetrators will be subject to disciplinary action, which may include suspension or expulsion. The College investigation is independent of any criminal proceeding.

How Can I Make a Report to the College?
Contact a Title IX Coordinator: 212-659-7292; titleix@tkc.edu
Or complete an online Incident Report: https://thekingcollege.formstack.com/forms/incidentreport

For Immediate Emergency Response
Dial 911. The NYPD or State Police can be contacted directly, whether or not a report is filed with the College. The College can assist you in making this contact.

Call the King’s Emergency Phone: 646-242-6441

Confidential Resources
The College will make every effort to keep investigations as private and confidential as possible. If you do not wish to make a report, you can speak confidentially with the following College personnel:
- Counseling: 646-237-8905, counseling@tkc.edu
- Eric Bennett, Vice President for Student Development: 212-659-7290, ebennett@tkc.edu

Community Resources
Crime Victims Treatment Center 212-523-4728, cvtcnyc.org
Mount Sinai Beth Israel Victim Services Program 317 East 17th Street, NY, NY 10003
Jacqueline Klassen, LMSW, Campus Sexual Assault Coordinator 212-420-5632, Jacqueline.Klassen@mountsinai.org
Bellevue Hospital Sexual Assault Response Team SAFE Center 462 First Avenue, Ground Floor #G24A, NY, NY 10016
Carla Brekke, Program Coordinator 212-562-3435/3755, carla.breckke@bellevue.nychhc.org
New York Presbyterian Domestic and Other Violent Emergencies (DOVE) Program 622 W 168th St., HP2 NY, NY 10032
Alma Withim, Program Coordinator 212-305-9060, withima@nyp.org
New York State Domestic and Sexual Violence Hotline: 800-942-6906
New York State “Enough is Enough” Hotline (to report sexual assault on college campuses): 844-845-7269
NYPD Special Victims Division 24-Hour Hotline: 646-610-7272

Required Reporting
A “responsible employee” is a College employee who has the duty to report incidents of sexual violence or other misconduct, or whom a student could reasonably believe has this duty. To the extent possible, information reported to a responsible employee will be shared only with those in charge of handling the College’s response to the report.

The College’s responsible employees are:
- Staff • Faculty • Athletic Coaches • House Executive Teams • The King’s Cabinet • Housing Assistants • Student Service Representatives

Rights of Reporting Individuals
At the time of an initial disclosure of sexual misconduct, dating violence, domestic violence or stalking, reporting individuals are provided with the following rights:
- The RIGHT to notify local law enforcement and/or state police
- The RIGHT to receive assistance and resources from the College
- The RIGHT to speak to a College Title IX Coordinator who can provide more information and answer questions
- The RIGHT to disclose the incident to College representatives who can offer privacy or confidentiality
- The RIGHT to choose not to report, or to withdraw a complaint or involvement from the College process at any time

Alcohol and Drug Use Amnesty
The health and safety of every student at The King’s College is of utmost importance. The King’s College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The King's College strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to The King’s College's officials or law enforcement will not be subject to The King’s College code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.