

LSU Health

Health Care Services Division (Rev 5-2021)

Title IX

LSU-HCSD is committed to providing a working environment that promotes integrity, civility, and mutual respect in an environment free from discrimination on the basis of sex and sexual misconduct which includes sex discrimination, sexual harassment, dating violence, domestic violence, sexual assault, stalking and retaliation. *(PM-73 – Title IX and Sexual Misconduct Policy)*

Violence may cause lasting physical and psychological harm and can permanently impact our employees' lives. LSU-HCSD believes that violent, threatening or harassing behavior violates our organizational values and presents a barrier to fulfilling the Health Care Services Division's mission of patient care, teaching and analytics geared to improving healthcare outcomes for the citizens of this State.

All LSU-HCSD employees have a reasonable expectation to a safe and secure working environment free of threats and assaults. Employees also have a responsibility to help ensure the safety and security of the LSU-HCSD workplace. Everyone has a responsibility to prevent and report acts of prohibited conduct. Any employee who is required to report instances of power-based trauma and fails to promptly make the report without good cause or with the intent to harm or deceive, or knowingly makes a report that is false, shall be terminated. HCSD is responsible for fostering a welcome environment conducive to working and learning.

Anyone subjected to Sexual Misconduct is encouraged to file a complaint with the HCSD Title IX Coordinator. Any individual who has experienced Sexual Misconduct is also urged to utilize supportive measures available whether or not the person who caused the harm is an HCSD employee or affiliate. Supportive measures are available whether or not a Formal Complaint is filed.

LSU-HCSD is committed to maintaining a workplace free from violence including sexual assaults, threats of violence including verbal and non-verbal threatening behavior, and harassment. Such behavior is unacceptable and is not permitted on the grounds of LSU-HCSD. *(#4566 – Title IX and Sexual Misconduct Policy)*

Sexual Violence and/or Sexual Misconduct includes, but not limited to:

1. Domestic Violence: Attempting to cause or causing physical harm to another family or household member, placing another family or household member in fear of physical harm, and threats of force or duress.

2. 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, is dating violence. The existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

3. Stalking: Is the intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include, but not be limited to, the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted.

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

5. Sexual Exploitation: Any act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality

6. Sexual Misconduct: A sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner.

7. Power-based Violence: Any form of interpersonal violence intended to control or intimidate another person through the assertion of power of the person, including but not limited to dating violence, domestic violence, sexual assault, sexual harassment, and stalking.

RESOURCES

Listed below are resources available to employees that can provide assistance regarding sexual assault, domestic violence, dating violence, and/or stalking:

Reporting Options:

HCSD Title IX Coordinator

Tamara Simien

225-578-0268

tsimie@lsuhsc.edu

Baton Rouge, LA 70805

Kathy Townsend, HR Administrator

225-354-4843

ktowns@lsuhsc.edu

5429 Airline Hwy

Baton Rouge, LA 70805

EMERGENCY CONTACTS

911

Baton Rouge City Police

225-389-3800

Baton Rouge Sheriff

225-389-5000

State Wide Hotline

1-800-541-9706

The Phone (Crisis Line)

225-924-5781

24-hour crisis line

(225)924-3900 or (800) 437-0303

MEDICAL:

Our Lady of the Lake Regional Medical Center

7777 Hennessy Blvd.

Baton Rouge, LA 70808

<https://ololrmc.com/pages/home.aspx>

Baton Rouge General Bluebonnet

8585 Picardy Avenue

Baton Rouge, LA 70809

<https://brgeneral.org>

Assisting Survivors of Sexual Assault and Violence in New Orleans

University Medical Center - New Orleans

Forensic Program

2000 Canal Street, New Orleans, LA 70112

For more information, call 504.702.4547 or 504.702.4542

<https://www.umcno.org/programs-services/forensic-program/>

Search for hospitals near you:

<http://www.ushospitalfinder.com/hospitals-in/Louisiana>

COMMUNITY RESOURCES

Louisiana Coalition Against Domestic Violence – Home Page

<https://lcadv.org>

Louisiana Coalition Against Domestic Violence – Programs and Resources

<https://lcadv.org/programs-resources>

National Resources for Sexual Assault Survivors and their Loved Ones

<https://www.rainn.org/national-resources-sexual-assault-survivors-and-their-loved-ones>

Iris Domestic Violence Center (Baton Rouge area)

(225) 389-3001

1-800-541-9706

<https://www.stopdv.org/>

STAR: Sexual Trauma Awareness & Response (Baton Rouge area)

(225) 383-7273

<https://star.ngo/>

Metropolitan Center for Women and Children (New Orleans area)

(504) 837-5400

1-888-411-1333

<http://mcwcnno.org/>

Crescent House (Orleans Parish)

(504) 866-9554

Faith House of Acadiana (Lafayette area)

(337) 232-8954

<https://faithhouseacadiana.com/>

Hearts of Hope: Sexual Abuse Response Center (Lafayette area)

(337) 233-7273

<https://www.theheartsofhope.org/>

ADDITIONAL RESOURCES:

Not Alone

<https://youth.gov/federal-links/notaloneygov-together-against-sexual-assault>

National Center for Victims of Crime

<https://www.victimsofcrime.org/>

National Suicide Prevention Life Line

<https://suicidepreventionlifeline.org>

1-800-273-8255

Louisiana Commission on Law Enforcement and Administration of Criminal Justice

<https://lcle.la.gov/>

Louisiana District Attorney's Association

<https://www.lada.org/>

New Orleans Family Justice Center

<https://nofjc.org/>

RAINN (Rape, Abuse & Incest National Network)

<https://www.rainn.org/>