

HEALTH CARE SERVICES DIVISION (HCSD) ADMINISTRATION AND LALLIE KEMP MEDICAL CENTER**Title IX/Act 472**

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)

Act 472 of the 2021 Regular Session of the Louisiana Legislature: Defined "Power Based Violence" as any form of interpersonal violence intended to control or intimidate another person through the assertion of power over the person. It includes but is more expansive than sexual misconduct and Title IX misconduct.

Act 472, by law, requires termination of employees who fail to report or falsely report "power based violence" incidents in accordance with 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.

Reporting Options:

Health Care Services Administration and Lallie Kemp Medical Center

Title IX Coordinator

Kathy Townsend, HR Administrator

225-354-4843

ktowns@lsuhsc.edu

5429 Airline Hwy

Baton Rouge, LA 70805

Health Care Services Division and Lallie Kemp Medical Center

Confidential Advisor/Supporter

Rebecca Reeves

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Independence, LA 70443

Lallie Kemp Medical Center

Jill LaVergne, HR Director

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Independence, LA 70443

RESOURCES

Listed below are resources available in the Baton Rouge Area, New Orleans Area, and Tangipahoa/Independence Area that can provide assistance regarding sexual assault, domestic violence, dating violence, and/or stalking:

BATON ROUGE AREA:

EMERGENCY CONTACTS

911

Baton Rouge City Police

225-389-3800

Baton Rouge Sheriff

225-389-5000

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://ololrhc.com/pages/home.aspx>

Baton Rouge General Bluebonnet

8585 Picardy Avenue

Baton Rouge, LA 70809

<http://brgeneral.org>

COMMUNITY RESOURCES

Iris Domestic Violence Center

(225) 389-3001

1-800-541-9706

STAR: Sexual Trauma Awareness & Response (225) 383-7273

NEW ORLEANS AREA:

MEDICAL:

University Medical Center - New Orleans

Emergency Department

Sexual Assault Nurse Examiner (SANE)

2000 Canal St., New Orleans, LA 70112

For more information, call (504) 702-4547 or (504) 702-4542.

<http://www.umcno.org/sane>

COMMUNITY RESOURCES:

Metropolitan Center for Women and Children

(504) 837-5400 or (888) 411-1333

<http://mcwcgno.org/>

Crescent House (Orleans Parish)

(504) 866-9554

New Orleans Family Justice Center

<http://www.nofjc.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

(504) 702-4547 or (504) 702-4542

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

LALLIE KEMP AREA:

Tangipahoa Parish Sherriff's Office

(985) 345-6150

Independence Police Department

269 E Railroad Ave, Independence, LA 70443

(985) 878-9477

MEDICAL

NOTE: Most hospitals, including Lallie Kemp, have access to a Sexual Assault Nurse Examiner (SANE)

Lallie Kemp Medical Center

52579 Hwy 51 South

Independence, LA 70443

(985) 878-9421

Hood Memorial Hospital

301 Walnut Street

Amite City, LA 70422

(985) 748-9485

North Oaks Health System

15790 Medical Center Drive

Hammond, LA 70403

(985) 345-2700

Community Resources:

Tri-Parish Rape Crisis Program

(877) 748-6882

Washington Parish Rape Crisis Center (ADAPT)

(985) 732-4961

ADDITIONAL RESOURCES for all areas:

State Wide Hotline

1-800-541-9706

Not Alone

www.notalone.gov

National Center for Victims of Crime

www.victimsofcrime.org/src

National Suicide Prevention Life Line

1-800-273-8255

Louisiana Commission on Law Enforcement and Administration of Criminal Justice

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

Louisiana District Attorney's Association

<http://www.ladaa.org/>

Louisiana Coalition Against Domestic Violence

<http://lcadv.org/>

RAINN (Rape, Abuse & Incest National Network)

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

LaFASA - Louisiana Foundation Against Sexual Assault

(888) 995-7273

STAR – Sexual Trauma Awareness and Response

24/7 Hotline

(855) 435- 7827

National Sexual Violence Resource Center

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

National Center on Domestic and Sexual Violence

<http://www.ncdsv.org>

Louisiana Coalition Against Domestic Violence – Home Page

<http://lcadv.org>

Louisiana Coalition Against Domestic Violence – Programs and Resources

<http://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>

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

<http://www.brstar.org/>