

# Notification of Rights and Options

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**For Victims of Domestic Violence,  
Dating Violence, Sexual Assault,  
and Stalking**



Idaho College of Osteopathic Medicine

*Revised 09/15/2020*

## **ICOM IS HERE TO ASSIST AND SUPPORT YOU**

If you or someone you know has experienced domestic violence, dating violence, sexual assault, or stalking, the Idaho College of Osteopathic Medicine is here to provide support. You have the right to live, learn, and/or work in a safe and welcoming environment. Violence is unacceptable, and **ICOM policy prohibits domestic violence, dating violence, sexual assault, and stalking**. This document outlines steps to take depending on what services you want or need. Domestic violence, dating violence, sexual assault or stalking are significant experiences and can be traumatizing. Each person's experience is unique and numerous options are available for support and reporting at ICOM. It is important to note there is no one correct response — simply different options to access support and different reporting options. Your immediate and long-term safety is what's most important. The resources and options outlined below may be helpful as you decide what next steps are a good fit for you.

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, ICOM will provide this written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement.

### **Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs**

**Emergency: Call 911 if you are in immediate danger.**

Help will come to you, wherever you are, if possible.

**Non-Emergency:** If you are anywhere in Ada County, call emergency dispatch at (208) 377-6790.

**If you are on ICOM's campus, contact Campus Security at (208) 795-4311.** Campus Security can assist you with notifying law enforcement and obtaining medical attention.

## Medical Resources for Crime Victims

**FACES of Hope Victim Center** is a specialized facility in **Ada County** with experienced nurses and physicians trained to conduct sexual assault forensic exams. The facility also employs a physician who specializes in providing services for victims of domestic violence. If you have a significant injury requiring immediate medical attention, you should go to an emergency room at Saint Alphonsus or St. Luke's hospitals; both have response teams specially trained to assist victims of sexual assault and domestic violence. If you do not have injuries or your injuries are minor, hospital staff or law enforcement may transport you to FACES for services. It is recommended that you seek medical treatment, regardless of whether or not you report the incident to the police.

### **Faces of Hope Victim Center**

417 S. 6th Street

Boise, ID

(208) 577-4400

[www.facesofhopevictimcenter.org](http://www.facesofhopevictimcenter.org)

**In Canyon County, The Family Justice Center provides similar services.**

### **Family Justice Center**

1305 3rd St South

Nampa, ID

(208) 475-5700

[www.cityofnampa.us/190/Family-Justice-Center](http://www.cityofnampa.us/190/Family-Justice-Center)

## Involvement of Law Enforcement and Campus Authorities

Although the college strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

When an incident is reported at a hospital, a police detective may come to talk to you along with a Victim/Witness Coordinator (an employee of the city/county that works

with the investigating law enforcement agency and the prosecuting attorney's office to assist you through the judicial process).

### **Preservation of Evidence**

It is important to preserve evidence that may be useful in obtaining a protection order or in proceeding with a criminal investigation or a disciplinary process should you choose to do so. Completing a forensic exam does not require you to file a police report or report to the institution, although we encourage these reports if you are comfortable doing so. To preserve evidence, it is recommended you do not bathe, douche, smoke, use the toilet or clean the location where the incident occurred. Save items you were wearing, sheets, or towels in a paper bag. Text messages, records of phone calls, emails, pictures, notes, and gifts can all be pertinent for a report of dating violence, domestic violence, sexual assault, or stalking.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with ICOM Campus Security or the law enforcement agency with jurisdiction where the crime occurred. It is important to preserve evidence in the event that the victim decides to report the incident to law enforcement or ICOM at a later date, to assist in proving that the alleged criminal offense occurred, or that may be helpful in obtaining a protection order.

### **Emotional and Physical Impact**

Emotions are to be expected. Domestic violence, dating violence, sexual assault, and stalking are significant and can be traumatizing. Though each person's experience is unique, there are a wide range of emotions that may be felt over the days, weeks, months and even years following a traumatic experience. These reactions may change over time and it may be helpful to address them with the assistance of a trained counselor or therapist, victim/ survivor advocate or even a trusted friend or family member.

#### **Possible physical effects may include:**

- Pain and soreness
- Injuries, Nausea

- Vomiting
- Headaches
- Panic attacks
- Sleep pattern disturbances
- Insomnia or sleeping more than usual
- Loss of appetite or change in eating habits (overeating or under-eating, etc.)

**Possible psychological and/or emotional effects may include:**

- Impaired memory
- Shock, Denial
- Irritability and anger
- Sadness and grief • Social withdrawal
- Apathy (detachment, loss of caring)
- Hypervigilance (always on guard)
- Sleep disturbance (including nightmares)
- Flashbacks
- Difficulty concentrating
- Loss of trust in self or others
- Guilt, shame or embarrassment
- Thoughts of suicide or death
- Diminished interest in activities or sex
- Increased interest in sexual activity

## **Institutional Reporting of Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking**

If you have been the victim of domestic violence, dating violence, sexual assault or stalking, you should also report the incident promptly to the ICOM Title IX Coordinator, Mr. Dale Cassidy by calling **208-795-4337**, by email: **[dcassidy@idahocom.org](mailto:dcassidy@idahocom.org)**, or by coming into the office to report in person. The victim may also file a Request for Investigation form at the following link:

<https://tbendall.wufoo.com/forms/z1b15lo80khqp38/>

## **Responsible Employees Required to Report**

As Responsible Employees under Title IX, reports of all domestic violence, dating violence, sexual assault and stalking made to ICOM Campus Security or to an ICOM

Campus Security Authority will be referred to the Title IX Coordinator for investigation, regardless of if the complainant chooses to pursue criminal charges

## **Protection Orders**

In Idaho, a protection order is a civil provision with criminal penalties. It can be used to restrict or prohibit contact between a victim of abuse and the wrongdoer (Idaho Code 39-6301). A protection order is a document issued by a civil court that orders the person who is abusing or stalking a victim to stop doing so. If the person violates this order, they will be criminally punished by the court. An abuse victim can apply for a protection order even if criminal charges have not been filed against the person harassing them, or if they have already obtained a Temporary Protection Order as part of a criminal proceeding.

**Faces of Hope Victim Center (Ada County) and The Family Justice Center (Canyon County)** can assist abuse victims in filing the appropriate paperwork with the court to obtain a protection order.

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

<https://www.cityofnampa.us/190/Family-Justice-Center>

Abuse victims in Idaho may also apply for Protection Orders directly through the following link: <https://courtselphelp.idaho.gov/Forms/Protection>

**Violations of protection orders are strictly enforced by law enforcement.** Victims should contact the law enforcement agency in the jurisdiction where the violation occurred to report the incident.

## **Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported**

The College has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The College will make such accommodations, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Campus Security or local law enforcement.

### **Special Accommodation/Supportive Measures Requests-Students**

Students should contact Mattie Bendall, Assistant Dean of Student Services at (208) 795-4347 or [mbendall@idahocom.org](mailto:mbendall@idahocom.org).

### **Special Accommodation/Supportive Measures Requests-Employees**

Employees should contact Shannon Blackstock, Director of Human Resources at (208) 795-4378 or [sblackstock@idahocom.org](mailto:sblackstock@idahocom.org).

## **On and Off Campus Services for Victims**

### **Physical and Mental Health Resources — Students**

ICOM students are able to utilize Unity Health in Meridian for medical and confidential personal health concerns. Unity Health Center is open from 7:00 AM to 7:00 PM, seven days a week, and they accept same-day appointments and walk-ins during their business hours. Students can call the clinic at 208-895-6729 to schedule an appointment. This information is also available on the ICOM website.

<https://uhcidaho.com/>

Students are responsible for all fees incurred through the utilization of these services. Unity Health Center has multiple payment options available. Unity Health Center is

conveniently located a short drive away from campus and due to its location offers student confidentiality and privacy.

Students are also able to utilize St Luke's Medical Center in Meridian for medical and confidential personal health concerns. St Luke's has a variety of healthcare professionals within its network at multiple clinical throughout the Treasure Valley to meet the healthcare needs of ICOM students. The network includes primary care and specialists in multiple disciplines of medicine. ICOM students are able to find a clinic or provider at [www.stlukesonline.org](http://www.stlukesonline.org) or by calling (208) 381-2Day (2329).

For medical emergencies and after-hours health care, students are encouraged to access appropriate care as warranted by their situation including local urgent care facilities, Emergency Departments and Emergency Medical Services. For true emergencies, students are asked to access EMS and the 911-dispatch system. For students on Clinical Rotations away from ICOM needing health services, students are asked to refer to the site-specific or rotation specific guidelines for incident reporting and accessing health care found in the Clinical Rotation Manual.

### **Counseling Services**

Counseling services are available 24 hours a day, seven days a week in a confidential manner through a combination of services which include the on-site counseling services of the ICOM Behavioral Health Services (available by appointment during business hours), StudentLinc (access code icom, all lowercase letters), Idaho State University Counseling Services, Unity Health Care, and additional local resources as needed. Counseling is encouraged for the well-being of all students, especially those who are experiencing any forms of stress, such as anxiety, academic stress, relationship problems, loneliness, depression, alcohol and/or substance abuse, sexuality, interpersonal conflicts, test anxiety, concerns related to medical school adjustments, etc. Students may either self-refer or may be identified by and referred to the counseling support services by others, all in a confidential manner.

### **ICOM Behavioral Health Services**

The ICOM Behavioral Health Services provides individual, and small group counseling. The counseling services are provided by our on site, full-time, counseling staff. Students needing to set up an appointment to see a counselor can:

- Schedule an appointment online at <https://icom-behavioral-health-services.clientsecure.me/>

- Call the Behavioral Health Services phone number (208) 795-4293, or confidentially email ICOM's Behavioral Health Specialist, Jake Price, LPC at [jprice@idahocom.org](mailto:jprice@idahocom.org).
- Leave a voicemail or email providing name, call back number, reason for calling or emailing (i.e. wanting to set up counseling services) and a good time during the day for reaching out.
- Reminder: In case of emergency, and/or the eminent threat of harm to self or others, call 911 for immediate assistance. 24 x 7 Counseling Services

### **StudentLinc**

StudentLinc is a Student Assistance Program which provides confidential and professional guidance. Students can call StudentLinc for counseling and referrals. Phone calls are answered by licensed counselors who have extensive clinical experience and are available 24 hours a day, seven days a week.

- StudentLinc provides a toll-free number of which students can call at any time, day or night, and be connected directly to a trained counselor who triages the situation. The number provided for ICOM is specific to ICOM students. StudentLinc also provides a StudentLinc eConnect mobile app with additional resources.
- StudentLinc provides a total of 6 counseling sessions through telephonic, face-to-face, or a combination of both. StudentLinc where applicable, will make referrals to local counselors where the student resides who are part of the student's health insurance network.
- Standard protocols govern the interaction and enables counselors to assess the student and determine if emergency intervention is needed.
- Through the 24 x7 hotline, StudentLinc can provide referrals to health services, legal assistance, and other various support services. Please visit the website for more information on additional services. <https://www.mystudentlinc.com/>
- If it is determined that immediate attention is needed (i.e., a student may be a danger to themselves or others), emergency services (911) should be called.

### **ISU Counseling Services**

The Idaho State University's Counseling Clinic is a LOW-COST service for ICOM students. Many college students experience stressors associated with all aspects of their lives, i.e. academics, familial, relational, etc. The counseling clinic is available to help provide the needed support as student's navigate their lives alongside their educational journey. The ISU-Meridian Counseling Clinic provides individual, couple, and family

counseling. The counseling services are provided by our graduate level Master of Counseling students, Doctoral students, and some faculty from the Department of Counseling under supervision of licensed counselors/faculty members. Students needing to set up an appointment to see a counselor, should:

- Call the ISU-Meridian's Counseling Clinic phone number (208) 373-1719 or confidentially email [meridianclinic@isu.edu](mailto:meridianclinic@isu.edu)
- Leave a voicemail or email providing your name, call back number, reason for calling or emailing (i.e. wanting to set up counseling services) and a good time during the day to reach you.
- Upon receiving the voicemail, a clinic staff member will be in contact with you within one business day of open clinic hours (Monday – Thursday).
- During the phone call, the clinic staff member will provide you with the information of attending the counseling clinic and expectations of your appointment as well as get basic information about what brought you into counseling services.
- Your first appointment is then scheduled with your counselor!

The ISU Counseling Clinic is there to support students in all that life encompasses. Students can access additional information by visiting the ISU-Meridian Counseling Clinic webpage: <https://isu.edu/clinics/counseling-meridian/>

### **Employees — Employee Assistance Program (EAP)**

ICOM offers its employees and dependents access to EAP services through Reliant Behavioral Health (RBH) to help with issues that may affect work, family, or life in general. The EAP program offers up to 8 sessions for crisis and/or general counseling for each issue and includes some legal and financial counseling. The EAP web page offers training on numerous mental health topics.

### **Reliant Behavioral Health (RBH)**

866-750-1327 (call 24 hours)

Log-in to: [www.MyRBH.com](http://www.MyRBH.com)

Access code: GoIDAHOCOM

### **Additional Behavioral Health Resources**

Additional services for behavioral services can be found through the following:

Idaho Suicide Prevention Hotline 1-208-398-4357

National Suicide Prevention Lifeline 1-800-273-8255

Veterans Crisis Line 1-800-273-8255, Press 1

## **Other Resources Available to Persons Who Report Being the Victim of Sexual Assault, Dating Violence or Stalking Include:**

<http://www.rainn.org>– Rape, Abuse and Incest National Network  
<http://www.ovw.usdoj.gov/sexassault.htm>- Department of Justice  
<http://www2.ed.gov/about/offices/list/ocr/index.html>-Department of Education, Office of Civil Rights

## **Legal Resources**

**Idaho Legal Aid**, with offices throughout the state of Idaho, helps thousands of Idahoans with critical legal problems such as escaping domestic violence and sexual assault, protecting abused and neglected children, preserving housing, helping vulnerable seniors and stopping discrimination. More information can be found on the Idaho Legal Aid website at: <https://www.idaholegalaid.org/> or by call the phone number listed below.

### **Idaho Legal Aid**

1447 S. Tyrell Lane  
Boise, ID 83706  
(208) 746-7541

### **Immigration and Visa Assistance**

The following organizations provide immigration and visa assistance in the Treasure Valley and elsewhere in the state of Idaho:

#### **Catholic Charities of Idaho**

Treasure Valley Center (CCI) provides immigration services and representation to eligible victims and survivors of domestic violence.

<http://www.ccidaho.org>

(208) 345-6031

[immigration@ccidaho.org](mailto:immigration@ccidaho.org)

#### **Community Counsel of Idaho**

The Community Council of Idaho, Inc. (CC Idaho) is a rural-centered, multi-service nonprofit organization that has impacted Idaho communities since 1971. We are now the largest nonprofit serving Latinos in the state. Our purpose is to improve the social and economic status of local communities through workforce preparation, education, cultural awareness, civil rights advocacy, and well-being services.

<http://www.communitycouncilofidaho.org>

(208) 453-3107

[info@communitycouncilofidaho.org](mailto:info@communitycouncilofidaho.org)

### **Immigrant Justice Idaho**

IJI provides at least 50 hours of free representation before the Idaho immigration courts per year and offers other services on a sliding scale. As a referral service, IJI offers immigration relief eligibility screenings for no or low cost depending on income levels, identifies potential immigration benefits, obstacles, and places cases with competent and affordable providers where possible. Anyone interested in IJI's services should attend one of the pre-scheduled presentation and consultation days. Individuals living in Idaho or required to appear before the Idaho immigration court are eligible (including those living in Malheur county, Oregon residents).

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

(208) 342-0434

[m.andrade@immigrantjusticeidaho.org](mailto:m.andrade@immigrantjusticeidaho.org)

### **Self-Rescue Manuals for Ada and Canyon County**

Numerous community resources can also be found through Self-Rescue Manuals published for both Ada and Canyon Counties. The Ada County manual is also available in Spanish. The Self-Rescue Manuals can be viewed and downloaded from the following website: <https://selfrescuemanual.com/>

## **CAMPUS DISCIPLINARY PROCESS- PROCEDURES APPLICABLE TO REQUESTS FOR INVESTIGATIONS OF ALLEGATIONS OF SEXUAL MISCONDUCT**

The following procedures apply to all Requests for Investigation alleging sexual misconduct or sexual violence. Under these procedures, individuals may submit Requests for Investigation regarding sexual misconduct allegedly committed by College students, employees, or other third parties which occur either inside of a school

program or outside of a school program, if the conduct negatively affects a Reporting Party's school experience or the overall school environment, including Requests for Investigation relating to preceptors in the field.

However, the College's response to cases involving visitors, preceptors, or third parties unaffiliated with the College, will depend upon the College's degree of control over the visitor or third party. This procedure also applies to Requests for Investigation related to Third Party Sexual Harassment allegedly suffered by students.

The College will initiate an investigation of all incidents of sexual misconduct of which it becomes aware (such as through direct notification by an involved student or employee; a responsible employee or by observation of misconduct), regardless of whether anyone files an informal or formal Request for Investigation. In such a circumstance, the College is the Reporting Party. The College will elect how to proceed in such a situation, in accordance with its obligation to provide a safe, non-discriminatory educational environment under Title IX, and applicable due process laws. At the conclusion of any process, the College will take steps to prevent recurrence of sexual misconduct and to alleviate its discriminatory effects on the Reporting Party, and others, if appropriate.

To protect the interests of all parties to a potential investigation as well as the College, all of the processes described herein will be carried out by not less than two members of the Title IX Response Team.

The investigation and any related process will be conducted impartially without any real or perceived conflicts of interest between the fact finder or decision maker and the parties. Any perceived conflicts will be fully disclosed at the beginning of the investigation. The precise investigation process will depend upon the nature of the allegations and other circumstances; but will afford both parties equal processes and procedures as described in this policy.

A clear and convincing evidence standard of review (seeking to determine whether or not there is a substantially greater than 50% likelihood that the sexual misconduct occurred) will be used in an investigation conducted and decisions made under these policies and procedures. The alleged victim or the College acting on behalf of the alleged victim of the sexual misconduct is described as the Reporting Party. The alleged offender is described as the Responding Party. The Reporting Party has the option to

inform the Responding Party that his or her actions are offensive, unwelcome, or inappropriate, but is not required to do so, as this may negate the reporting of possible offenses and place the Reporting Party in an uncomfortable, difficult, or fearful position.

The College's investigation process concerning allegations of sexual misconduct alleged to have occurred against a student or employee will be promptly completed, ordinarily within 30 days of the College's first receiving notice of the Request for Investigation, absent extenuating circumstances such as an appeal, parallel criminal investigation, or the need for certain evidence or testimony unavailable within the typical timeframe. Both parties will be notified, in writing, of the outcome of any investigation or appeal, to the extent permitted by College Policy; This will occur within 10 business days of the conclusion of any investigation or appeal, absent extenuating circumstances.

Both parties will be promptly notified of any deviations from these estimates, and the reasons for any deviation, as determined and approved by the Title IX Coordinator after considering the nature and seriousness of the allegations and any extenuating circumstances. If the process lasts longer than 30 days, each party will be provided periodic status updates until the process is completed.