Indiana University-Purdue University Indianapolis (IUPUI) is concerned about the health, safety, and success of all faculty, staff and students. As part of our overall mission, we are committed to encouraging responsible attitudes and behavior regarding the use of alcohol and drugs, as well as to preventing sexual assault, and building a community based on respect. Hence, we want to take this opportunity to remind all faculty and staff of some important information on these topics and the impact on the IUPUI community.

1. Sexual Violence

Sexual violence is any sexual activity where consent is absent or not freely given. This includes unwanted touching, kissing, oral sex, or penetration. Anyone can commit sexual assault – a stranger, an acquaintance, a friend, a family member, or significant other.

**Indiana University and IUPUI Definition of Consent**

Consent is expressed through affirmative, voluntary words or actions mutually understandable to all parties involved. Consent is given for a specific sexual act at a specific time and can be withdrawn at any time. Consent cannot be coerced or compelled by duress, threat, or force. Consent cannot be given by someone who for any reason cannot understand the facts, nature, extent, or implications of the sexual situation occurring, including, but not limited to, those who are under the legal age of consent, asleep, unconscious, or mentally or physically impaired through the effects of drugs or alcohol. Consent cannot be assumed based on silence, the absence of "no" or "stop", the existence of a prior or current relationship, or prior sexual activity.

According to the Indiana University Code of Student Rights, Responsibilities and Conduct, acts of violence, including sexual violence, are considered incidents of personal misconduct and may result in disciplinary action (http://www.indiana.edu/~code/). Specific actions that may result in student disciplinary actions when committed on or off university property include acts of violence, sexual assault which includes stalking, dating violence, sexual violence, or domestic violence, sexual harassment (http://www.iupui.edu/~eo/policy/sexfapol.html), and violation of any state or federal laws.

2. Alcohol and Other Drug Use

All IUPUI faculty and staff are responsible for complying with local, state, and federal laws regarding alcohol and other drugs. The university absolutely prohibits the unlawful manufacture, distribution, dispensation, or use of a controlled substance or alcohol on university premises or while conducting university business off university premises. However, lawful dispensation, possession or use of alcohol beverages on university property is limited to specifically authorized events. Violations of drug and alcohol policies at IUPUI are
considered incidents of employee misconduct and may result in disciplinary action, up to and including termination of employment, as identified in the Indiana University’s Substance-free Workplace Policy (http://policies.iu.edu/policies/categories/human-resources/conduct/substance.shtml).

The IU Police Department enforces all state and local laws pertaining to alcohol and illegal drugs, including the state underage drinking laws that make it illegal for a minor (persons under age 21) to possess, consume, or transport alcohol. Any person who provides alcohol to a person less than 21 years of age is subject to prosecution. Moreover, any person who is intoxicated in public is at risk for arrest. Hence, specifications that are prohibited at IUPUI include:

- Possession or use of alcohol beverages by anyone under the age of 21
- Public intoxication
- Sale or distribution of alcohol to any individual under the age of 21, or in violation of any other law
- Unauthorized possession, manufacture, sale, distribution, or use of illegal drugs, any controlled substance, or drug paraphernalia
- Being under the influence of illegal drugs or unauthorized controlled substances

**IUPUI honors the 2012 Indiana Lifeline Law** which provides that a person is immune from arrest or prosecution for the crimes of public intoxication, minor possession, minor consumption, and minor transportation of alcohol if the arrest or prosecution is due to the person: (1) reporting a medical emergency; (2) being the victim of a sex offense; or (3) witnessing and reporting what the person believes to be a crime. While this immunity may not be applicable in every circumstance, the intent of IUPUI policies is to ensure that people who need help receive it without fear of university sanctions. For more information visit www.indianalifeline.org.

**Health Effects of Alcohol and Other Drugs**

The health risks associated with alcohol and controlled substances are numerous and varied depending on the drug. Nonetheless, drugs not prescribed by a physician are harmful to your health. Faculty and staff should be aware of the following health risks caused by alcohol and drugs/controlled substances:

- Alcohol is a central nervous system depressant.
- The effects of alcohol on the body are directly related to the amount consumed.
- When consumed rapidly and/or in large amounts, alcohol can cause unconsciousness, coma and death.
- Adverse effects of alcohol include impaired judgment, coordination and reasoning, reduced reaction time, slurred speech, and difficulty walking, and make driving an unsafe activity.
- Alcohol can interact with a number of prescription and non-prescription medications in ways that can intensify the effect of the alcohol, or the medications themselves, or both.
- Alcohol or drug use by pregnant women can cause serious damage to the developing fetus.
- Other drugs can cause impaired short-term memory or comprehension, anxiety, depression, delusions, hallucinations, loss of appetite, and damage to overall health.
- As with alcohol, overdose of other drugs can quickly cause death.
3. Where to Report

Sexual assault is an act of violence. Thus, survivors of sexual assault may experience a wide range of reactions and feelings including anger, helplessness, shame, guilt, fear, and denial which can have long-term emotional and physical effects on those individuals. Incidents of sexual violence should be reported to:

<table>
<thead>
<tr>
<th>Constituent</th>
<th>Office</th>
<th>Number</th>
<th>Address</th>
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</thead>
<tbody>
<tr>
<td>All Persons</td>
<td>IU Police Department</td>
<td>317-274-7911</td>
<td>1232 W. Michigan Street, Ball Hall</td>
</tr>
<tr>
<td>Students</td>
<td>Office of Dean of Students</td>
<td>317-274-4431</td>
<td>420 University Blvd., Campus Center #350</td>
</tr>
<tr>
<td>Faculty, Staff, Visitors</td>
<td>Office of Equal Opportunity</td>
<td>317-274-2306</td>
<td>980 Indiana Avenue, Lockefield, Ste. 1164</td>
</tr>
<tr>
<td>All Persons</td>
<td>OEO Hotline</td>
<td>866-245-1310</td>
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**IUPUI Sanctions**

- The Office of Equal Opportunity and/or Human Resources Administration may recommend to any university official the need to impose any one or a combination of sanctions for acts of employee misconduct ranging from verbal or written reprimand to suspension or termination of employment.
- Deans, Vice Chancellors or other university officials are authorized to impose any one or a combination of sanctions for acts of employee misconduct ranging from verbal or written reprimand to suspension or termination of employment.
- The Dean of Students or other university official is authorized to impose any one or a combination of sanctions for acts of personal misconduct by students, ranging from verbal or written reprimand to suspension or expulsion from all campuses of Indiana University.

For more information about sexual assault prevention at IUPUI, see [http://sapir.iupui.edu/](http://sapir.iupui.edu/). For immediate care following a sexual assault, contact **Center of Hope: 317-630-6180 (24-hours)**. For more information about community substance abuse treatment resources, see the CAPS website, Resources & Support, Community Resources. All members of the IUPUI campus community may receive assistance from:

- **Sexual Assault Education and Prevention Specialist (starting fall 2014)**
  Walker Plaza 220
  Phone (317) 274-2548

- **Community Health Networks**
  East – 1500 N Ritter Avenue, Indianapolis, IN 46219
  (317) 355-4660
  (317) 355-5729

- **Eskenazi Health**
  720 Eskenazi Avenue
  Indianapolis, IN 46202
  (317) 880-0000 - Main number
  (317) 880-8004 – manager
  (317) 880-9189 – mobile Forensic Nurse Examiner phone

- **IU Health – Methodist**
  I-55 @ 21st Street, P.O. Box 1367
  Emergency Department
  Indianapolis, IN 46206-1367
(317) 962-0263 – Forensic Unit Office
(317) 963-3394 – Forensic Nurse mobile phone – 24/7

- St. Francis Alliance
  8111 S. Emerson Avenue
  Indianapolis, IN 46237
  (317) 528-5442
  (317) 528-5262

- St. Vincent
  2001 W. 86th St.
  Emergency Department
  Indianapolis, IN 46260
  (317) 339-6629
  (317) 338-2121
  (317) 338-1956

Resources for faculty and staff include:

- IU Employee Assistance Program (IUEAP)
  24-hour Phone (888) 234-8327
  Website http://hr.iu.edu/benefits/eap.html

Moreover, students can be referred to other resources that include:

- Alcohol and Other Drug Education (AOD)
  Campus Center, Suite 350
  Phone (317) 274-4745
  Website http://studentaffairs.iupui.edu/health-wellness/alcohol-and-other-drug/index.shtml

- Campus Health Services
  Coleman Hall
  Phone (317) 274-8214
  Website http://studentaffairs.iupui.edu/health-wellness/student-health/index.shtml

- Counseling and Psychological Services (CAPS)
  Walker Plaza 220
  Phone (317) 274-2548
  Website http://caps.iupui.edu

As faculty and staff members, we all have a responsibility to model healthy behaviors and to say something if we see something. Bystander intervention involves taking action in a situation when another individual needs help. This includes when someone may be at medical risk due to using drugs or alcohol, or vulnerable to sexual or intimate partner violence. We all have a responsibility to create a safe, supportive, and inclusive IUPUI community.

If you have questions about the information provided above, please contact the Office of Equal Opportunity at 317-274-2306.