



UPMC SCHOOLS OF NURSING POLICY AND PROCEDURE

**SUBJECT: Reporting Partner Violence
and Non-Retaliation Policy**

INDEX TITLE: Administration

DATE: August 30, 2021

I. POLICY:

It is the policy of the UPMC Schools of Nursing to have a system in place to allow its students, in good faith, to report instances of Partner Violence without fear of retaliation. The UPMC Schools of Nursing maintain the anonymity and confidentiality of the crime victim.

II. PURPOSE:

The purpose of this policy is to provide a safe environment for students to voluntarily and confidentially report Partner Violence crimes to an employee of the school or a member of *LifeSolutions*.

III. SCOPE:

This policy applies to all UPMC Schools of Nursing.

IV. BACKGROUND:

The UPMC Schools of Nursing provide a safe environment free from retaliation for victims and witnesses to voluntarily and confidentially report Partner Violence crimes. Partner Violence includes but is not limited to: sexual assault, domestic violence, dating violence and stalking and can occur in families of all races, religions, sexual orientation, economic and social backgrounds. This policy is strictly enforced to eliminate retaliation, intimidation, coercion or discrimination against any individual for exercising his or her rights or responsibilities as a victim of partner violence.

Although the UPMC Schools of Nursing strongly encourages victims to quickly report acts of partner violence, it is the victim's choice to make such a report and the victim has a right to decline police involvement. A victim also has the right to choose to speak confidentially to a member of *LifeSolutions* or an outside support entity. *LifeSolutions* can be contacted via phone at 1-800-647-3327 or via email at LifeSolutions@upmc.edu.

The UPMC Schools of Nursing will make every effort to protect the confidentiality of a victim of partner violence. No personal information shall be released to anyone and access to external visitors will be restricted in classrooms and office areas. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons under the *Family Educational Rights and Privacy Act of 1974*.

Students reporting partner will be provided a written explanation of their rights and the UPMC Schools of Nursing's responsibilities via the *Rights and Responsibilities in Cases of Partner Violence*, regardless of whether the offense occurred on or off campus.

In an effort to provide a safe campus community, the UPMC Schools of Nursing urges its students who experience relationship problems to immediately seek assistance through counseling. Counseling is provided for students through *LifeSolutions*. This program provides coaching/counseling in-person and by telephone and is available 24 hours a day/7 days a week. *LifeSolutions* can be contacted via phone at 1-800-647-3327 or via email at LifeSolutions@upmc.edu.


V. PROCEDURE:

1. Students who voluntarily report partner violence will receive a full copy of the UPMC Schools of Nursing's *Rights and Responsibilities in Cases of Partner Violence*.
2. The individual will immediately be brought to the attention of the Director and appropriate resources provided, including but not limited to *LifeSolutions* and Hospital Security, as needed.
3. The procedures implemented by the school serve to be sensitive and blame free to those who report partner violence.
4. Immediately upon receiving information pertaining to an alleged act of partner violence, the UPMC Schools of Nursing shall review with the individual the availability of medical, counseling and support services

VI. REFERENCED AND RELATED POLICIES

US Department of Education 34 CFR Part 668
Federal Student Aid Handbook
UPMC Schools of Nursing Non-Academic Guidance and Counseling Policy
UPMC Schools of Nursing Code of Conduct Policy
Reporting and Non-Retaliation HS-EC1802
Workplace Violence HS-HR0745

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Signature:  _____ **Date:** 02/02/2021
Executive Director
UPMC Schools of Nursing

Rights and Responsibilities in Cases of Partner Violence

Partner Violence includes: sexual assault, domestic violence, dating violence and stalking and can occur in families of all races, religions, sexual orientation, economic and social backgrounds. Both men and women can be victims of partner violence. You are considered a victim if your partner abuses you physically, sexually, or emotionally and/or attempts to control your behavior, your decisions, and choice of friends.

It is important to remember, that no victim is ever to blame for any act of violence, abuse or assault.

Victims' Rights

The UPMC Schools of Nursing exercises a zero tolerance policy for acts of partner violence including: sexual assault, domestic violence, dating violence and stalking; whether the act occurs on or off campus.

Throughout this guide, the UPMC Schools of Nursing will inform you of policies and procedures that address partner violence including: sexual assault, domestic violence, dating violence and stalking. The policies and procedures in place apply equally to all students at the UPMC Schools of Nursing. The UPMC Schools of Nursing exercises a *Reporting Partner Violence and Non-Retaliation Policy* to eliminate retaliation, intimidation, coercion or discrimination against any individual for exercising his or her rights or responsibilities as a victim of partner violence.

Necessary Steps in Protection for Victims

- The first priority of a victim of partner violence is to get to immediately seek safety
- Then obtain necessary medical attention as soon as possible
- Medical attention is imperative to treat injuries and also preserve any evidence that may assist with an investigation

An assault should be reported directly to the Director of your school campus who will assist in immediately contacting a member of Hospital Security, Life Solutions and Human Resources as needed. If the Director of the campus is unavailable, Advanced Educators or Professional Nurse Educators are also available to assist with contacting these departments. Although the UPMC Schools of Nursing strongly encourages victims to quickly report acts of partner violence, it is the victim's choice to make such a report and the victim has a right to decline police involvement. A victim also has the right to choose to speak confidentially to a member of with in Life Solutions or an outside support entity. Life Solutions can be contacted via phone at 1-800-647-3327 or via email LifeSolutions@upmc.edu

Confidentiality of Victims

The UPMC Schools of Nursing will make every effort to protect the confidentiality of a victim of partner violence. No personal information shall be released to anyone and access to external visitors will be restricted in classrooms and office areas. Additionally, personal identifiable

information about the victim will be treated as confidential and only shared with persons under the *Family Educational Rights and Privacy Act of 1974*. The UPMC Schools of Nursing will never publish the name of a crime victim.

Procedures for Institutional Action

The UPMC Schools of Nursing in collaboration with Hospital Security and Human Resources provides a prompt, fair, and impartial disciplinary proceeding in cases of alleged dating violence, domestic violence, sexual assault, or stalking in which:

- (1) officials are appropriately trained and do not have a conflict of interest or bias for or against the accuser or the accused;
- (2) the accuser and the accused have equal opportunities to have others present, including an advisor of their choice;
- (3) the accuser and the accused receive simultaneous notification in writing, of the result of the proceeding and any available appeal procedures;
- (4) the proceeding is completed within ten business days of the reported act of partner violence;
- (5) the accuser and the accused are given timely notice of meetings at which one or the other or both may be present;
- (6) the accuser, the accused, and appropriate officials are given timely and equal access to information that will be used during informal and formal disciplinary meeting and hearings.

Compliance with the above procedure/s does not constitute a violation of the *Family Educational Rights and Privacy Act of 1974*.

Possible Sanctions

Students who report potential partner violence including sexual offense, domestic violence, dating violence, and stalking cases to the UPMC Schools of Nursing may result in the perpetrator being suspended or terminated from the program. All disciplinary sanctions for students are documented in the student's permanent compliance file

The UPMC Schools of Nursing's Responsibilities

Each Pittsburgh-based campus security department holds police jurisdiction with the University of Pittsburgh Police as well as the City of Pittsburgh Police Departments and shall fully enforce any violation of an Order of Protection or Full Order of Protection (PFAs). Jameson School of Nursing in combination with Hospital Security will work with The New Castle Police Department to fully enforce any violation of an Order of Protection or Full Order of Protection (PFAs). Any person who obtains a PFA should provide a copy of the PFA as well as a copy of a photo to Hospital Security.

The UPMC Schools of Nursing will make every effort to reasonably prevent any unnecessary or unwanted contact with the perpetrator; regardless of whether the crime is reported on or off campus. Levels of security can include but not is not limited to immediate relocation of the victim to a safe and secure location, transfer of classes if requested by the victim, security escorts to and from your car and other safety measures if reasonably available.

Counseling Services

The UPMC Schools of Nursing urges all students who experience struggles in relationships to immediately seek assistance through counseling. Counseling can be provided for students through Life Solutions. This program provides coaching/counseling in-person and by telephone and is available 24 hours a day/7 days a week. Life Solutions can be contacted via phone at 1-800-647-3327 or via email at LifeSolutions@upmc.edu

Other Resources in our area are outlined below:

Allegheny County Resources	Phone	Website
Western Psych RE:SOLVE	888-796-8226	http://www.upmc.com/services/behavioral-health/pages/resolve-crisis-network.aspx
Pittsburgh Action Against Rape	1-866-END-RAPE	http://paar.net/
Women's Center & Shelter of Greater Pittsburgh	412-687-8005	http://www.wcpittsburgh.org
Allegheny County: Crisis Center North	412-364-5556	http://www.crisiscenternorth.org/
Mon-Yough Area: Center for Victims	866-202-5573	www.centerforvictims.org
Tarentum Area: Alle-Kiski HOPE	888-299—HOPE	www.akhopecenter.org
Allegheny County Night Court	412-350-3240	http://www.sheriffalleghenycounty.com/courts.html
Family Division: PFA Office	412-350-4441	http://www.sheriffalleghenycounty.com/courts.html
Domestic Relations	412-350-4086	http://www.sheriffalleghenycounty.com/courts.html
Hotline for help with human Services	2-1-1	http://www.211.org/
Lawrence County Resources	Phone	Website
Crisis Shelter of Lawrence County	724-652-9036	www.crisisshelter.org
People In Need	724-657-3303	www.lawrence.pa.networkofcare.org
Community Alternatives	724-856-7012	www.healthgrades.com
Human Services Center	724-658-3578 Crisis hotline: 724-652-9000	www.humanservicescenter.net

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Executive Director
UPMC Schools of Nursing