ZERO TOLERANCE SEXUAL ABUSE POLICY

Sexual abuse in the workplace or in any University of Miami related activity is criminal behavior and is not tolerated at the University of Miami. It is the policy of the University of Miami that sexual abuse of or by an employee, faculty, student, volunteer, family member, board member, patient, or other non-employees with a business association with the University, is prohibited. A violation of this policy will be subject to criminal penalties and University sanctions. No individual, no matter his or her title or position has the authority to commit or allow sexual abuse.

Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment. Any incidents of sexual abuse reasonably believed to have occurred will be reportable to appropriate law enforcement agencies and regulatory agencies.

Physical Evidence of Abuse
- Difficulty in walking
- Torn, stained or bloody underwear
- Pain or itching in genital area
- Bruises or bleeding of the external genitalia
- Sexually transmitted diseases

Behavior Signs of Sexual Abuse
- Reluctance to be left alone with a particular person
- Wearing lots of clothing especially in bed
- Fear of touch
- Nightmares or fear of night
- Apprehension when sex is brought up

Reporting Procedure

Any member of the University Faculty, staff, student body and others who believes he/she has been the victim, or if you are aware of, or suspect sexual abuse taking place, are encouraged to immediately report the incident to the University Police Department at (305) 284-6666 or a local enforcement agency at 911. In addition, you must report the incident to the appropriate Human Resources or Faculty Affairs office:

Coral Gables Human Resources  (305) 284-3798  
Coral Gables Faculty Affairs  (305) 284-3386  
Medical Campus Human Resources  (305) 243-6482  
Medical Faculty Affairs  (305) 243-6551  

If the suspected abuse is to an adult, you should report the abuse the Florida Abuse Hotline at 1-800-962-2873. If it is a child who is the victim then you should also report the suspected abuse at 1-800-96ABUSE (800-962-2873) or online at http://www.state.fl.us/cf_web/.

Victims of sexual assault will be advised of, and if so desired, assisted in receiving services from University departments and from community service agencies that provide assistance to victims of sexual assault. Individuals in the University community can also consult the Sexual Assault Response Team (S.A.R.T.).
**Anti-Retaliation**

The University of Miami prohibits retaliation against any employee, faculty, student, volunteer, family member, board member, or patient who reports in good faith a complaint of sexual abuse or who participates in any related investigation. False accusations of sexual abuse in bad faith can have serious consequences for those who are wrongly accused. The University of Miami prohibits making false and/or malicious sexual abuse allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

**Investigation and Follow-Up**

The University of Miami will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation. All allegations of sexual abuse will be treated seriously and will be promptly and thoroughly investigate. The University of Miami will use an outside third party to conduct an investigation. The University will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies. In order to obtain physical evidence of the assault, you must report the incident immediately within 72 hours of the assault as collection and preservation of evidence is critical.

The University of Miami has a Zero-Tolerance policy for any sexual abuse of or by an employee, faculty, student, volunteer, family member, board member, or patient. Upon completion of the investigation, disciplinary action up to and including termination of employment and criminal prosecution may ensue.