

Nondiscrimination Under Title IX

The University of Hawaii does not discriminate on the basis of sex in any educational program or activity which it operates, and is required by Title IX and its implementing regulations not to discriminate in such a manner (See also Interim Executive Policy [EP 1.204](#) – Interim Policy and Procedure on Sex Discrimination and Gender-Based Violence). The University's prohibition of discrimination in educational programs and activities extends to employment as well as to admission. For inquiries concerning Title IX please contact your campus Title IX Coordinator. Individuals may also contact the federal offices below for information regarding Title IX or to file a formal grievance:

Office for Civil Rights (OCR)
Seattle Office
Office for Civil Rights
U.S. Department of Education
915 Second Avenue Room 3310
Seattle, WA 98174-1099
Telephone: (206) 607-1600
Fax: (206) 607-1601
TDD: (800) 877-8339
Email: OCR.Seattle@ed.gov
<http://www.ed.gov/ocr>

U.S. Department of Justice Civil Rights Division
950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, D.C. 20530
Telephone: (202) 514-4092 or (877) 292-3804 (toll-free)
Fax: (202) 514-8337
Email: education@usdoj.gov



UNIVERSITY
of HAWAII®
SYSTEM

The University of Hawai'i System
Resource Guide for Students on
Sexual Misconduct: Campus Policies,
Procedures and Victim Services

This brochure was produced by the
Office of the Vice President for Community Colleges
in partnership with the University of Hawai'i System
Office of Institutional Equity.

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If You Have Experienced a Sexual Assault

- 1.** Go to a safe location as soon as you are able.
- 2.** If you have been assaulted or raped, preserve physical evidence such as tissue and fluid samples, towels, sheets, clothing, etc. Avoid showering, bathing, urinating, etc., until you have been examined at your campus health center or hospital.
- 3.** Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or potential pregnancy.
- 4.** Contact any of the following for confidential assistance:
 - a. Campus Victim Advocate
 - b. Campus Health Services
 - c. Mental Health Counselor
 - d. Sex Abuse Treatment Center
 - e. Domestic Violence Action Center
 - f. National Domestic Violence Hotline
- 5.** Or, contact any of the following if you wish to make a formal report:
 - a. Title IX Coordinator
 - b. Campus Security
 - c. Local Police

Your college's key contact information and other resources are listed in back of this brochure, and also can be found at <http://www.hawaii.edu/titleix>.

Note that campus officials may contact on-call staff from other departments when their offices are closed or they are otherwise unavailable to assist immediately.

If you are off-campus and experiencing an emergency situation, you can call local police by dialing 911. You may also call your local police department's non-emergency line.

6. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible. Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a longer time thereafter. Even if you have washed, evidence can often be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. Police will collect them. Typically, police will be called to the hospital to take custody of the sex assault forensic exam results or “rape kit,” but it is up to you to decide whether to speak with them or file a criminal complaint.
7. Choose how to proceed. You have options, and are encouraged to contact a Confidential Office to discuss your options, which include but are not limited to:
 - 1) Doing nothing until you are ready;
 - 2) Pursuing resolution by the University; and/or
 - 3) Initiating criminal proceedings; and/or
 - 4) Initiating a civil process against the perpetrator.

You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by the University, contact the Title IX coordinator. If you wish to have the incident handled criminally, contact Campus Security or local police where the assault occurred. A campus official is available to accompany students in making such reports, if desired. Contact the Title IX coordinator for more information.



To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as institutional mandatory reporting requirements.



About Domestic and Dating Violence

Who Can Be in an Abusive Relationship?

Anyone can be abusive and anyone can be the victim of abuse. It happens regardless of gender, age, sexual orientation, race or economic background. Regardless of the circumstances of the relationship or the pasts of either partner, *no one ever deserves to be abused.*

Why Do People Abuse?

People who abuse their partners believe they have the right to power, control, and ownership over the person whom they are in a relationship with. They see themselves as being in charge in the relationship and believe that they know best when it comes to decision making. They often believe that their own feelings and needs should be the priority in their relationships, so they use abusive tactics to dismantle equality and make their partners feel less valuable and deserving of respect in the relationship.

No matter why it happens, abuse is not okay and it's never justified.

Abuse is a learned behavior. Sometimes people see it in their own families. Other

times they learn it from friends or popular culture. However, abuse is a choice, and it's not one that anyone has to make. Many people who experience or witness abuse growing up decide not to behave in those negative and hurtful ways. While drug or alcohol abuse can sometimes escalate partner violence, it's most important to recognize that these substances do not cause abuse.

"Why Don't They Just Leave?"

People who have never been abused often wonder why a person wouldn't just leave an abusive relationship. They don't understand that leaving can be more complicated than it seems.

Leaving doesn't solve everything. When a victim leaves, they are reclaiming power and control over their own lives. Abusers can find this very threatening to their own sense of power and control and can retaliate in dangerous and destructive ways.

Aside from this danger, there are many reasons why people stay in abusive relationships, including:

- **Fear:** A person may be afraid of what will happen if they decide to leave the relationship.

- **Believing Abuse is Normal:** A person may not know what a healthy relationship looks like, perhaps from growing up in an environment where abuse was common, and they may not recognize that their relationship is unhealthy.
- **Fear of Being Outed:** If someone is in an LGBTQ relationship and has not yet come out to everyone, their partner may threaten to reveal this secret.
- **Embarrassment or Shame:** It's often difficult for someone to admit that they've been abused. They may feel they've done something wrong by becoming involved with an abusive partner. They may also worry that their friends and family will judge them.
- **Low Self-Esteem:** When an abusive partner constantly puts someone down and blames them for the abuse, it can be easy for the victim to believe those statements and think that the abuse is their fault.
- **Love:** In some cases, the victim feels love for their abusive partner. Victims may have children with their abuser and want to maintain their family. Abusive people can often be charming, especially at the beginning of a relationship, and the victim

may hope that their partner will go back to being that person. They may only want the violence to stop, not for the relationship to end entirely.

- **Cultural/Religious Reasons:** Traditional gender roles supported by someone's culture or religion may influence them to stay rather than end the relationship for fear of bringing shame upon their family.
- **Language Barriers/Immigration Status:** If a person is an immigrant or noncitizen, they may fear that reporting the abuse will affect their immigration status. Also, if their first language isn't English, they may have difficulty expressing the depth of their situation to others.
- **Lack of Money/Resources:** Financial abuse is common, and a victim may be financially dependent on their abusive partner. Without money, access to resources or even a place to go, it can seem impossible for them to leave the relationship. This feeling of helplessness can be especially strong if the person lives with their abusive partner.
- **Disability:** When someone is physically dependent on their abusive partner, they can feel that their well-being is connected to the relationship. This dependency could heavily influence their decision to stay in an abusive relationship.

Warning Signs of an Abusive Relationship

It can sometimes be hard to tell when a behavior crosses the line from healthy to unhealthy or even abusive. Use these warning signs of abuse to see if your relationship is going in the wrong direction:

- Checking your cell phone or email without permission
- Constantly putting you down
- Extreme jealousy or insecurity
- Explosive temper
- Isolating you from family or friends
- Making false accusations
- Mood swings
- Physically hurting you in any way
- Possessiveness
- Telling you what to do
- Pressuring or forcing you to have sex

What You Can Do to be Safe

Understand that there are resources available:

Contact a confidential resource on campus to help you make a safety plan and navigate on-campus safety accommodations and reporting options. You can also call a domestic violence Helpline or talk to an off-campus confidential advocate (see the resources listed in the back of this Guide).

Find a safe place: It is not fair that you leave your home because of what an abuser has done. However, sometimes, it is the only way

you may be safe. Stay with a trusted friend or go to a shelter.

Call the police: At any time you feel in danger, call 911.

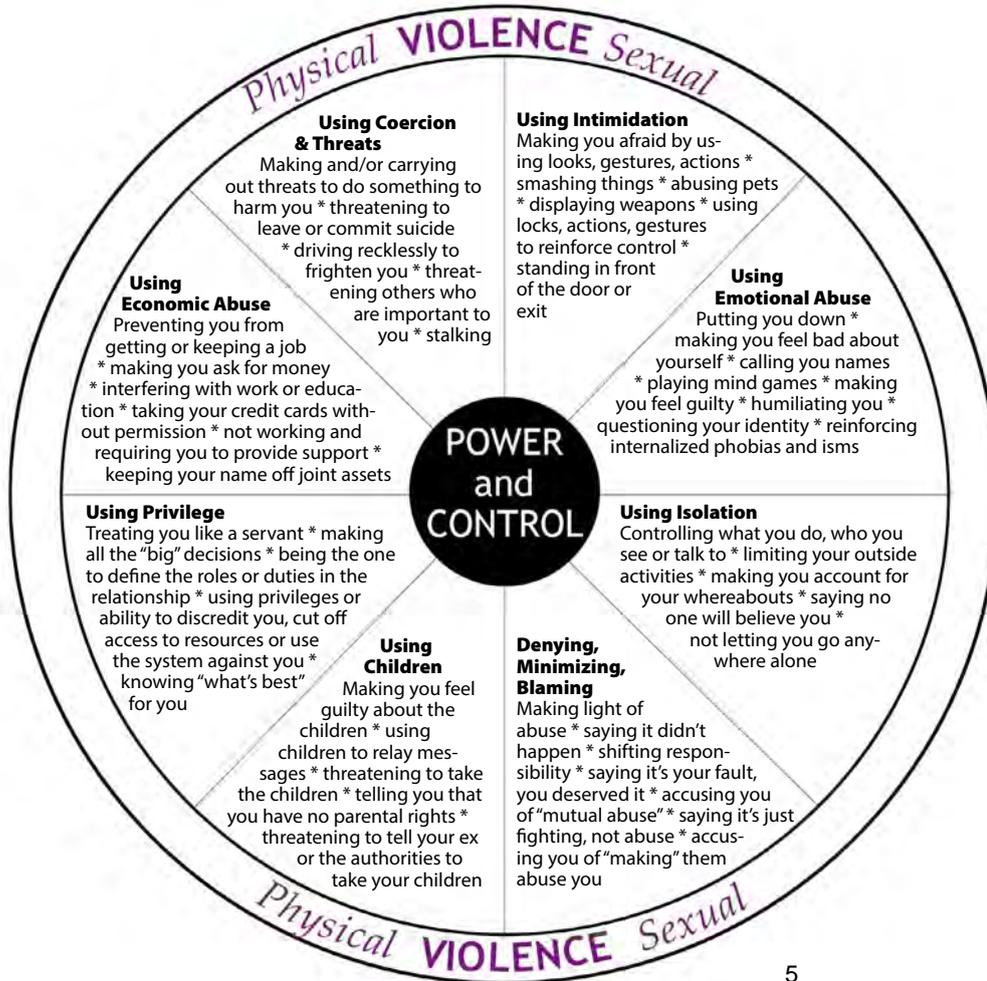
Consider the following:

- File a Temporary Restraining Order (TRO) and if the abuser has been removed from or is no longer in your residence:
 - Change your locks and phone number
 - Change your routine
 - Change your route to work, child or children's school, etc.
- Keep a copy of your TRO and/or order for protection
- Inform trusted neighbors, and coworkers and work and residential security of your TRO and/or order for protection
- Give your work, school a photo of your abuser
- Register at [VINELINK](#) (see the resources in the back of this Guide)
- Carry a charged phone pre-programmed to call 911

Get support from friends and family: Tell your supportive family, friends and co-workers what has happened.

Get medical help: Seek medical attention by contacting your doctor, or go to the hospital if you have been hurt. Medical records can be very important especially in court cases. Give all the information about your injuries and who hurt you that you feel safe to give.

Power and Control Wheel



Programs

Bystander Intervention

The University offers bystander intervention programming in an effort to ensure that each member of the campus community is invested in creating a safe campus environment for themselves and others. Program participants are instructed on safe options for preventing harm and intervening when a risk of sexual misconduct exists.

VAWA/Clery Training

Incoming students are provided with education and training on awareness and risk reduction of sexual violence, dating violence, domestic violence, stalking, and consent in compliance with the Violence Against Women Act and the Clery Act.

Ongoing Campaigns

Ongoing awareness and prevention campaigns are provided throughout the school year to students, faculty and staff.

About Confidentiality

Confidential Reporting

If you wish that details of an incident be kept confidential, speak with a campus mental health counselor and/or health services providers or a confidential advocate. Campus counselors are available to help on an emergency basis. Their service is free of charge. Members of the clergy, chaplains, and off-campus rape crisis center staff can also maintain confidentiality. Local resources such as crisis centers are also confidential and have no duty to report your information to the University.

In addition, the University has designated Confidential Offices where students can seek assistance in a confidential manner. Going to a Confidential Office will not put the University on notice of a specific allegation.

Please refer to the back of the brochure for your campus' Confidential Office locations and contacts.

Mandated Reporting

"Responsible employees," such as executive and managerial staff, are expected to report the details of which they are aware about an incident. They share this information with the Title IX coordinator. Giving a responsible employee notice of an incident constitutes official notice to the University. Incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner under the University resolution procedures, which are discussed in a later section of this brochure.

You may request confidentiality and/or that the Title IX coordinator provide you with remedies and resources without initiating a formal resolution process. The coordinator will weigh requests for confidentiality against the University's need to address and remedy discrimination under Title IX. Generally, the University will be able to respect your wishes, unless it believes there is a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused.

In cases where your request for confidentiality is granted, the University will offer you available resources, support, and remedies, but these may be limited when you remain confidential or anonymous. You are not obligated to pursue formal resolution in order to access the resources that are available. If the University decides that it is obligated to pursue a formal resolution based on the notice you have given, you are not obligated to participate in the resolution process. However, the ability of the University to enforce its policies or provide some remedies may be limited if you do not participate.

Incidents Involving Minors

Please be aware that the University's duties with respect to minors (those under the age of 18) may require reporting sexual misconduct incidents to state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

Policy

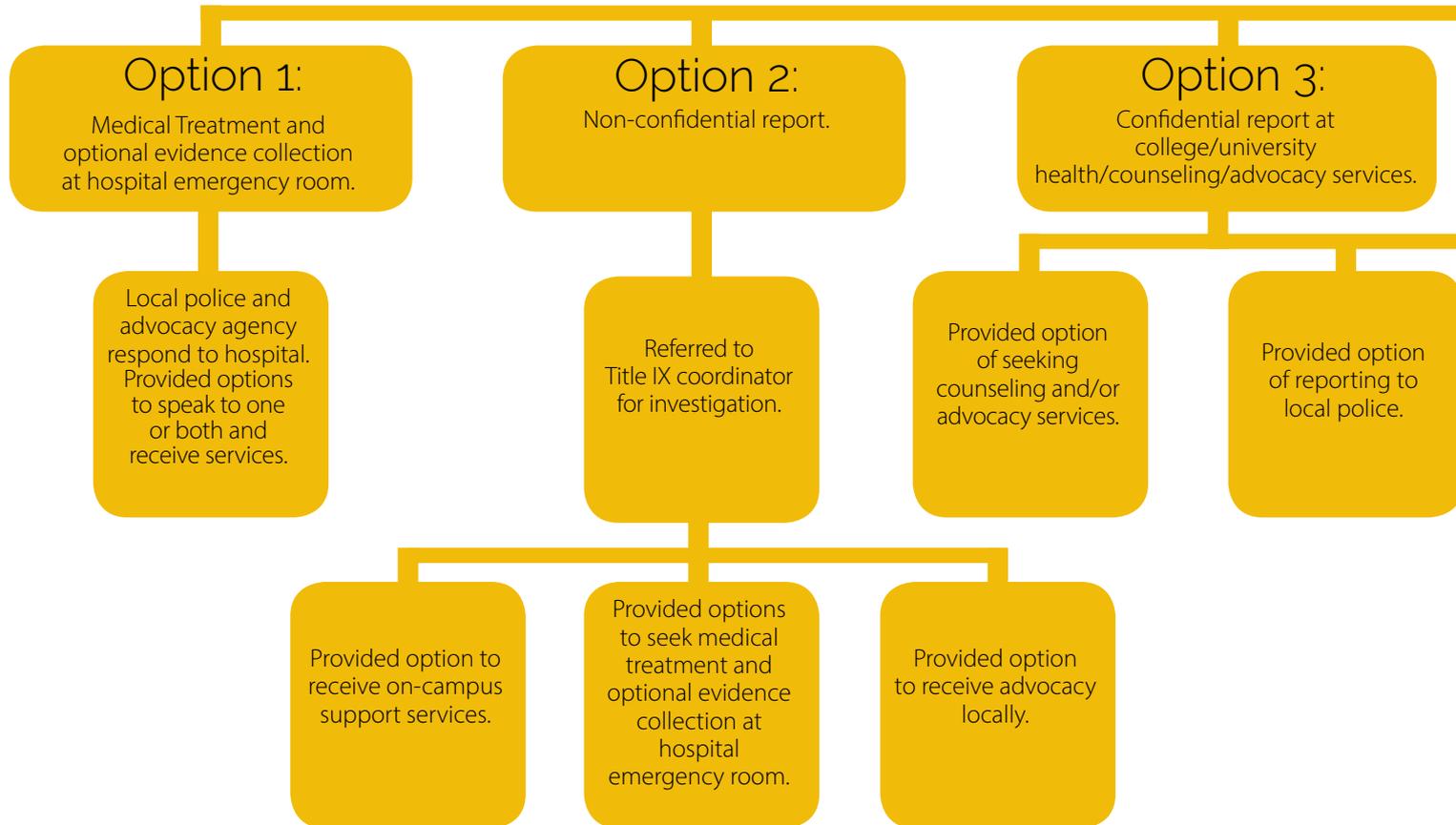
Sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, domestic and dating violence, and stalking are violations of the University of Hawai'i's sexual misconduct policy, [EP1.204](#). A number of federal laws and regulations, including Title IX, the Violence Against Women Act, and the Clery Act mandate how institutions respond to sexual misconduct allegations. Many types of sexual misconduct also constitute violations of Hawai'i law.

Members of the campus community, guests, and visitors have a right to be free from sexual misconduct. All members of the community must conduct themselves in a way that does not infringe upon the rights of others. The University's sexual misconduct policy is intended to define expectations for appropriate conduct and outline resolution processes to address conduct that does not meet these expectations. When individuals accused of sexual misconduct are found to be in violation of the policy, the University will impose serious sanctions, as noted on the following pages.

All members of the campus community, guests and visitors are protected by [EP1.204](#) regardless of their sexual orientation or gender identity. The University has jurisdiction over conduct that occurs on University property and outside of University property if the conduct was in connection with a University-sponsored program or activity or if the conduct may have a continuing adverse effect or could create a hostile environment on campus. For more details on this policy, please visit the Office of Institutional Equity (OIE) webpage at www.hawaii.edu/titleix.

Additional information about campus crime, state laws, and disclosures related to sexual misconduct can be found in your campus Annual Security Report, posted on your college's website.

SURVIVOR



You may choose one or more options.
We encourage medical treatment for
all options.

Option 4:

Report to local police
department.

Provided options
to seek medical
treatment and
optional evidence
collection at
hospital
emergency room.

Local police and
advocacy agency
respond to hospital.

Provided options
to speak to one
or both and
receive services.

Provided option
of reporting the
incident to local
advocacy agency
and/or
college/university.

Option 5:

Confidential report through
community advocacy agency.

Provided option
of working with
college/university
to receive
on-campus
adjustments.

Provided option
of reporting to
local police.

Please note that for all non-university options, services may vary.

FOR OPTION 2, please note that while communicating directly with the appropriate Title IX Coordinator or related Deputy is recommended, it is also possible to report to any Responsible Employee, who will communicate the report to the Title IX Coordinator. Responsible Employees include all Executive and Managerial employees, and those individuals/departments designated as Reporting Options. This includes, for example, the President, Vice Presidents, Associate Vice Presidents, Chancellors, Vice Chancellors, Associate and Assistant Vice Chancellors, Deans/Directors, Associate and Assistant Deans/Directors, Human Resources Directors, Chief Personnel Officers, and the Public Safety Officers. In addition, pursuant to Act 208 of the 2016 Session Laws of Hawai'i, all members of the University's faculty are Responsible Employees effective July 1, 2016. **Responsible Employees will safeguard an individual's privacy, but are required by the University to immediately share all details about a complaint** (including the known details of the incident (e.g., date, time, location), the names of the parties involved, a brief description of the incident and if the incident has been previously reported) with the Title IX Coordinator, or the EEO/AA Office, by telephone, electronically, or by email. Such reporting ensures timely support for all parties and enables an effective and consistent institutional response.

Conduct Violations: Sex Discrimination and Gender Violence

Sex Discrimination

Sex discrimination is:

- any unlawful distinction, preference or detriment based on sex or gender
- that is sufficiently serious to unreasonably interfere with or limit access to education or employment and/or benefits from University programs or employment.

Sexual/Gender-Based Harassment

Sexual/Gender-based harassment is:

- unwelcome
- sexual, sex-based and/or gender-based verbal, written, online, graphic and/or physical conduct; and
- where submission to or rejection of that conduct is a term or condition of employment or education, or
- where submission to or rejection of the conduct is used as a basis for decisions affecting employment or education,
- or where such conduct creates a hostile environment.

Hostile Environment

A hostile environment is created when harassment is:

- severe, persistent, or pervasive, and
- both subjectively and objectively offensive that it
- unreasonably interferes with an employee's work performance or student's academic performance, or creates an intimidating,

hostile or offensive work or educational environment.

Sexual Exploitation

Sexual exploitation is:

- violating the sexual privacy of another, or
- taking unjust or abusive sexual advantage of another
- without consent, and
- that behavior does not otherwise constitute Sexual Assault.

Sexual Assault

Sexual assault is:

- any intentional sexual penetration or touching of another person's clothed or unclothed body
- without consent or while an individual is otherwise incapable of giving consent

Domestic Violence

Domestic violence is:

- physical, sexual, emotional, financial or psychological abuse, or
- threats of abuse,
- against another person who is a family or household member (e.g. current or former spouse/intimate partner).

Dating Violence

Dating violence is:

- physical, sexual, emotional, financial, or psychological abuse, or
- threats of abuse,

- against another person who is or has been in a romantic or intimate relationship with the alleged abuser.

Stalking

Stalking is:

- a course of conduct (two or more acts) of unwanted and harassing behavior,
- directed at a specific person, and
- that would cause a reasonable person to feel fear, or
- would be viewed by a reasonable person as hostile, intimidating or abusive.

** Sanctions for sexual misconduct violations range from warning through expulsion/termination.*

Retaliation

Retaliation is:

- any adverse action,
- taken against a person for participating in or supporting a protected activity

The University prohibits and will not tolerate retaliation. A retaliation complaint will be viewed as a separate offense—i.e., a person can be found responsible for retaliation even if not found responsible for the underlying reported sexual misconduct.

Consent

Consent is affirmative, conscious, and voluntary agreement to engage in agreed upon forms of sexual contact.

Since different people may experience the same interactions differently, each party is responsible for making sure that partners have provided ongoing, clear consent to engaging in any sexual activity or contact.

A person may withdraw consent at any time during sexual activity or contact through words or actions. If that happens, the other party must immediately cease the activity or contact. Pressuring another person into sexual activity can constitute coercion, which is also considered to be sexual misconduct.

Silence to some forms of sexual activity (e.g., kissing, fondling, etc.) should not be construed as consent for other kinds of sexual activities (e.g., intercourse).

Being or having been in a dating relationship with the other party does not mean that consent for sexual activity exists.

Previous consent to sexual activity does not imply consent to sexual activity in the future. To legally give consent in Hawai'i, individuals must be at least 16 years old.¹

¹In Hawai'i, the age of consent is sixteen (16) generally, or the age of consent is between fourteen (14) and fifteen (15) when either the other person is less than (5) years older or when the other person is legally married to the person between the ages of fourteen (14) and fifteen (15). See Haw. Rev. Stat. § 707-732.

Incapacitation

Incapacitation is a mental or physical state in which individuals are unable to make rational, reasonable decisions because they lack the ability to understand the consequences of their actions.

Individuals cannot give sexual consent if they can't understand what is happening, or if they are disoriented, helpless, asleep, or unconscious for any reason. That applies even if they are incapacitated because they voluntarily consumed alcohol or drugs. Unless consent is "knowing," it is not valid. Those engaging in sexual activity who know or should have known that the other party is incapacitated are engaging in sexual misconduct. The possession, use, distribution, and/or administration of any incapacitating substances is prohibited.

The fact that a responding party was intoxicated, and thus did not realize the reporting party was incapacitated, does not excuse sexual misconduct.

Your Rights

The University strives to provide members of the campus community with fair and equitable resolution processes that include both formal and informal options.

Reporting

- Reporting parties have the right to notify law enforcement of incidents and to receive assistance from campus personnel in doing so.
- Reporting parties may decline to report to law enforcement if they so wish.
- Reporting parties have the right to have their allegations investigated and resolved internally by the institution.

Fairness

- All members of the campus community have the right to have reported incidents addressed according to the published University procedures.
- All parties have equal opportunities to have a support person of their choosing present throughout all resolution proceedings (including intake, interviews, investigations, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings in accordance with the published University procedures.
- Everyone has a right to be free from retaliation

Support

- Students have a right to be notified of their ability to access University mental health counseling, health, and advocacy services.
- Students and employees have a right to be notified of on- and off-campus support services.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Everyone has the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by criminal, or civil courts, and may seek the help of Campus Security in requesting and/or enforcing such lawful orders.

Interim Measures/Actions

Interim Measures are services, adjustments, or other assistance that the University puts in place on a temporary basis.

Failure to comply with the terms of Interim Measures may be considered a separate violation of University Policy, which may result in a separate investigation, findings, and sanctions.

Examples of Interim Measures include, but are not limited to:

- Issuing interim suspensions/leaves pending the outcome of an investigation.
- Referring to counseling and health services.
- Referring to the Employee Assistance Program.
- Providing education to the community.
- Altering work arrangements for employees.
- Providing campus escorts.
- Providing transportation assistance.
- Implementing limitations on contact between the parties.
- Offering adjustments to academic deadlines, course schedules, etc.

Procedures: Overview

The University's procedures are detailed in full at www.hawaii.edu/titleix/policy.

Intake

A University official will assist the parties with understanding their options and accessing resources. One option includes moving forward with a University resolution through formal or informal proceedings, which can be concurrent. All resolutions will be conducted by campus officials who receive annual training on issues related to sexual harassment, domestic violence, dating violence, sexual assault, and stalking, and on how to conduct an investigation that protects everyone's safety, provides due process, and promotes accountability. The resolution process is confidential to the extent possible. The institution will protect the confidentiality of all participants, consistent with federal and state law.

Preliminary Inquiry

If a resolution is not pursued, an initial determination is made about the reporting party's allegations and whether to move forward to a formal investigation. This decision is made by the Title IX coordinator taking into account the nature of the allegations and the reporting party's wishes. In certain circumstances where the allegations involve a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused, the University may initiate formal proceedings even without a request or agreement from

the reporting party. Once formal proceedings are commenced, the Title IX Coordinator will assign investigators or fact-finders to conduct an investigation into the allegations.

Investigations

An investigative model is used to resolve allegations. Trained investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview reporting and responding parties and witnesses, and prepare reports with their findings. Information about all the steps in the investigative process is available at www.hawaii.edu/titleix/policy.

Decisions

A decision maker will be appointed to review the investigation or fact-finding report, render a decision regarding whether University policy has been violated, and impose sanctions as appropriate.

Standard of Evidence

The University uses a preponderance of evidence standard. Decision makers consider whether, given the available credible evidence, it is more likely than not that a violation of University policy occurred.

Past History

The past sexual history or character of an individual is not considered unless it is determined to be highly relevant. All such information sought to

be entered for consideration by a party or the University will be presumed irrelevant until evidence of its relevance is offered. The existence of a pattern of behavior by a responding party may be relevant to the finding and sanction imposed.

Final Determination

The parties will be informed in writing of the outcome of the investigation, without significant delay between the notifications to each party. This notice will include the procedures for appealing the decision, any change to the results that occurs prior to the time that such results become final, and when results are considered to be final.

Appeals

Parties involved in sexual misconduct proceedings may appeal decision in accordance with the appropriate University policy. See [EP1.204](#) for further details.

Risk Reduction - Awareness & Prevention

Sexual misconduct and other forms of gender violence can affect anyone and is never the fault of the victim. Those who commit sexual misconduct are responsible for their actions. The University provides the following suggestions to increase awareness and reduce instances of sexual misconduct.

Awareness & Prevention for Intimate Partner Violence, Stalking, Sexual Harassment, and Sexual Violence

- Look out for your friends, and ask them to look out for you. Respect them and ask them to respect you, but be willing to challenge each other about high-risk choices.
- Alcohol and drugs can be used as a tool to gain control over an intoxicated person. Don't accept drinks from strangers and don't leave your drinks unattended.
- Don't take advantage of someone who may be under the influence of drugs or alcohol. Others' loss of control does not put you in control.
- Individuals have a right to set boundaries and limitations in their intimate experiences and relationships. Consent is required each and every time. If a potential partner says "no," accept it and don't push.

If you want a "yes," ask for it, and don't proceed without clear permission.

- Know the signs of isolating and controlling behavior. Healthy relationships consist of honesty, respect, trust, equality, and shared responsibility. Violence in a relationship is never deserved.
- Show your potential partner respect if you are in a position of initiating sexual behavior.
- Clearly communicate your intentions to your potential sexual partners. Make sure you understand their intentions and/or boundaries before you proceed. If you are unsure what's OK in any interaction, ask.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask.
- Avoid ambiguity. Don't assume you have consent, regardless of whether someone is attracted to you, of how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions or are unclear, you don't have consent.

- Someone's silence or passivity is not consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or doesn't want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Even if you don't think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or a position of power or authority you may hold.
- Understand that exerting power and control over another through sex is unacceptable conduct.

It's always ok to ask for help. There are resources on campus and in the community that are there to assist you whether you are concerned about an incident that happened to you or a friend, the safety of your relationship, or your own choices and behaviors.

Risk Reduction - Bystander Intervention

Most people want to be engaged bystanders and help in difficult or uncomfortable situations but incorrectly assume someone else will take action. This section addresses how to be an active bystander and properly assist in a problematic situation.

What is Bystander Intervention?

Bystander Intervention is a strategy based on the likelihood of individuals or groups willing to address a situation they believe is problematic. It is often used to address various types of violence, such as bullying, sexual harassment, sexual assault, intimate partner violence and other forms of gender-based violence.

You are a bystander if you observe a situation. When you decide to respond to a problematic situation, you are an engaged or active bystander.

What Can You Do to be an Engaged Bystander?

Specific interventions can be divided into four main types ("The Four D's")

- 1. DIRECT:** Say or do something that directly engages one or more of the parties involved

- 2. DISTRACT:** Say or do something to interrupt the interaction
- 3. DELEGATE:** Ask for the help of someone else who may be better able to intervene
- 4. DELAY:** Check in with the victim or do something after the difficult moment or incident has passed

Things to Consider Before You Act:

- Is the situation an emergency or non-emergency?
- Should intervention be direct, indirect or both?

ULTIMATELY, BE SURE TO S.E.E.:

SAFE REPORTING: Choose a course of action, direct or indirect, that best ensures the safety of those involved, including yourself.

EARLY INTERVENTION: Take action before the problem becomes worse.

EFFECTIVE HELPING: Implement specific helping skills depending on the situation.

For more information on Bystander Intervention in situations of intimate partner violence or sexual assault, please visit the Office of Institutional Equity website at www.hawaii.edu/titleIX.

		Emergency	Non-Emergency
Direct	Direct Intervention - Emergency	<ul style="list-style-type: none"> Take someone's keys away, drive the person home Remove the person from the situation Administer CPR 	Direct Intervention - Non-Emergency <ul style="list-style-type: none"> Talk to the person directly about the situation
	Indirect Intervention - Emergency	<ul style="list-style-type: none"> Call 911 Seek assistance from a professional Distract the people involved Enlist help from others 	Indirect Intervention - Non-Emergency <ul style="list-style-type: none"> Speak to and get help from someone with more expertise and/or authority; your campus Title IX Officer, a campus administrator, or other professional

University of Hawai'i System

Office of Institutional Equity

Office: Bachman Hall 109J
2444 Dole Street
Honolulu, HI 96822
Phone: (808) 956-6084
Email: institutional.equity@hawaii.edu
Web: www.hawaii.edu/titleix

University of Hawai'i System EEO/AA Office

Administrative Services Building 1-102
EEO/AA Office
University of Hawai'i
2442 Campus Road
Honolulu, HI 96822
Phone: (808) 956-7077
Email: eeo@hawaii.edu
Web: www.hawaii.edu/offices/eeo/

University of Hawai'i Community Colleges

Office of Compliance and Title IX

2327 Dole Street, Room 1
Honolulu, HI 96822
Phone: (808) 956-4564
Email: cccompliance.t9@hawaii.edu
Web: uhcc.hawaii.edu/titleIX

University of Hawai'i Community Colleges EEO/AA Office

2327 Dole Street, Room 1
Honolulu, HI 96822
Phone: (808) 956-4650
Email: eeocc@hawaii.edu
Web: uhcc.hawaii.edu/ovpcc/administrative/eeoaa

Hawai'i Community College

Title IX Webpage: hawaii.hawaii.edu/security/nine

Title IX Coordinators

Title IX Coordinator

Office: Manono Campus, Bldg. 378, Rm. 123

1175 Manono Street, Hilo, HI 96720

Phone: (808) 934-2792

Email: hawcctix@hawaii.edu

Mari Chang

Deputy Title IX Coordinator for
Employees

Office: Manono Campus, Bldg. 397, Rm. 4

1175 Manono Street, Hilo, HI 96720

Phone: (808) 934-2526

Email: changm@hawaii.edu

Mari Giel

Deputy Title IX Coordinator for Students

Office: Manono Campus, Bldg. 388, Rm. 104

1175 Manono Street, Hilo, HI 96720

Phone: (808) 934-2725

Email: marigiel@hawaii.edu

Confidential Resources

Hawai'i Community College Health Services*

University of Hawai'i at Hilo Campus Center,
Room 212

200 W. Kawili Street

Hilo, HI 96720

Phone: (808) 974-7636

Kate De Soto*

Mental Health Therapist

Office: Manono Campus, Bldg. 383, Rm. 105

1175 Manono Street, Hilo, HI 96720

Phone: (808) 934-2706

Email: kdesoto@hawaii.edu

Jenna Friedman, J.D.*

Gender Equity Specialist

Office of Gender Equity

Office: UH Mānoa, Queen Lili'uokalani Center
for Student Services, 210

Honolulu, HI 96822

Phone: (808) 956-9499

Email: jenna.h.friedman@hawaii.edu

Campus Security

Hawai'i Community College Campus Security

Phone: (808) 854-1420 (Emergency)

(808) 934-2760 (Non-Emergency)

Web: hawaii.hawaii.edu/hawaiiicc/security

Confidential Resources

YWCA Hawai'i Island*

1382 Kilauea Avenue

Hilo, HI 96720

Phone: (808) 935-0677

A representative will be on the Manono
campus three days a week.

A representative will be on the Pālanui
campus one day a week.

Asterisk (*) denotes that this resource is confidential.

Honolulu Community College

Title IX Webpage: www.honolulu.hawaii.edu/title9

Title IX Coordinators

Derek Inafuku

Title IX Coordinator
Office: Building 6, 2nd Floor
874 Dillingham Boulevard
Honolulu, HI 96817
Phone: (808) 845-9123
Email: dinafuku@hawaii.edu

Monique Tingkang

Deputy Title IX Coordinator for
Employees
Office: Building 6, 2nd Floor
874 Dillingham Boulevard
Honolulu, HI 96817
Phone: (808) 844-2398
Email: monique4@hawaii.edu

Lara Sugimoto

Deputy Title IX Coordinator for Students
Office: Building 6, 2nd Floor
874 Dillingham Boulevard
Honolulu, HI 96817
Phone: (808) 845-9235
Email: lara@sugimoto@hawaii.edu

Wayne Sunahara

Deputy Title IX Coordinator for Students
Office: Building 7, Room 326
874 Dillingham Boulevard
Honolulu, HI 96817
Phone: (808) 845-9264
E-mail: waynens@hawaii.edu

Confidential Resources

Honolulu Community College Wellness Center*

Office: Building 6, Room 6-104
874 Dillingham Boulevard
Honolulu, HI 96817
Phone: (808) 845-9180
Email: hccwell@hawaii.edu
Web: www.honolulu.hawaii.edu/wellnesscenter

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center
for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Confidential Resources

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198
Legal Helpline: (808) 531-3771
Toll-Free Neighbor Island
Helpline: 1-800-690-6200
Business Office & Administration: (808) 534-0040
Fax: (808) 531-7228
Email: dvac@stoptheviolence.org
A representative will be on campus
two days a week.
Administration Building 6, room 131F
Phone: (808) 294-5483
Email: CSAPROGRAM@stoptheviolence.org

Campus Security

24 Hour Line: (808) 284-1270

Supervisor Lionel Spencer: (808) 271-4836
Security Manager John Schell: (808) 845-9459
Security Manager cell phone: (808) 445-1482
Security Manager email: schell4@hawaii.edu
Web: www.honolulu.hawaii.edu/security

Asterisk (*) denotes that this resource is confidential.

Title IX Coordinators

Devon Ishii Peterson

Title IX Coordinator
Office: 'Iliahi 116
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9542
Email: devon@hawaii.edu

Kelli Brandvold

Deputy Title IX Coordinator for
Employees
Office: 'Ilima 208
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9575
Email: kellib@hawaii.edu

Brandon Chun

Deputy Title IX Coordinator for
Students
Office: 'Iliahi 113
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9553
Email: btchun@hawaii.edu

Asterisk (*) denotes that this resource is confidential.

Confidential Resources

Brooke Conway*

Instructor/Counselor
Office: 'Iliahi 201
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9503
Email: bconway@hawaii.edu

Cindy Melim, LCSW*

Mental Health & Wellness Program Coordinator
Office: 'Iliahi 118
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9585
Email: cindymk@hawaii.edu

Cathy Wehrman*

Student Affairs Counselor
Office: 'Iliahi 201
4303 Diamond Head Road
Honolulu, HI 96816
Phone: (808) 734-9504
Email: cwehrman@hawaii.edu
Web: www.kapiolani.hawaii.edu/confidential-space/

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center

for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198
Legal Helpline: (808) 531-3771
Toll-Free Neighbor Island
Helpline: 1-800-690-6200
Business Office & Administration: (808) 534-0040
Fax: (808) 531-7228
Email: dvac@stoptheviolence.org

Kapi'olani Community College Health

Services* (See University Health Services Mānoa*)
Web: www.kapiolani.hawaii.edu/health-services
Kapi'olani CC does not provide on campus health services. However, Kapi'olani CC students may use the services at University Health Services Mānoa (UHSM) with a surcharge (currently \$25) on the first visit, and another \$25 on the second visit of each semester, after which they are eligible to the same services at the same charges as regular UHM students.

Campus Security

Kapi'olani Community College Campus Safety

Phone: (808) 734-9900
Web: www.kapiolani.hawaii.edu/campus-safety

Kaua'i Community College

Title IX Coordinators

Teresa Tumbaga

Title IX Coordinator
Office: OSC 201C
3-1901 Kaumuali'i Highway
Lihu'e, HI 96766
Phone: (808) 245-8395
Email: tumbagat@hawaii.edu

JoRae Baptiste

Deputy Title IX Coordinator for Employees
Office: OSC 106H
3-1901 Kaumuali'i Highway
Lihu'e, HI 96766
Phone: (808) 245-8323
Email: jorae@hawaii.edu

Margaret Sanchez

Deputy Title IX Coordinator for Students
Office: OSC 201B
3-1901 Kaumuali'i Highway
Lihu'e, HI 96766
Phone: (808) 245-8274
Email: masanche@hawaii.edu

Confidential Resources

Kaua'i Community College Wellness Center*

3-1901 Kaumuali'i Hwy.
Lihu'e, HI 96766
Phone: (808) 245-8307
Web: kauai.hawaii.edu/wellness

Kaua'i Community College Mental Health Counseling*

3-1901 Kaumuali'i Hwy.
Lihu'e, HI 96766
Phone: (808) 245-8314
Web: kauai.hawaii.edu/mental-health-counseling

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Asterisk (*) denotes that this resource is confidential.

Campus Security

Kaua'i Community College Campus Public Safety Department

Phone: (808) 245-8399
Web: kauai.hawaii.edu/campus-safety

Confidential Resources

YWCA*

24-Hour Crisis Hotline
Domestic Violence: (808) 245-6362
Sexual Assault: (808) 245-4144

Administrative Office
3094 Elua Street
Lihu'e, HI 96766
Web: www.ywcakauai.org

Women's Center
4410 Hardy Street
Lihu'e, HI 96766
Phone: (808) 245-5959

A representative will be on campus three days a week.

Title IX Coordinators

Farshad M. Talebi

Title IX Coordinator
Office: DHP A102
96-045 Ala Ike
Pearl City, HI 96782
Phone: (808) 455-0478
Email: talebi@hawaii.edu

Lori Lei Hayashi

Deputy Title IX Coordinator for Employees
Office: DHP B101
96-045 Ala Ike
Pearl City, HI 96782
Phone: (808) 455-0657
Email: lhayashi@hawaii.edu

Kami Kato

Deputy Title IX Coordinator for Students
Office: DHP A103
96-045 Ala Ike
Pearl City, HI 96782
Phone: (808) 455-0236
Email: kamik@hawaii.edu

Danny Wyatt

Deputy Title IX Coordinator for Students
87-380 Kulaaupuni St.
Wai'anae, HI 96792
Phone: (808) 454-4704
Email: dwyatt@hawaii.edu

Confidential Resources

Leeward Community College Student Health Center*

Leeward CC Student Health Center
Office: DHPA-104
Phone: (808) 455-0515
Web: www.hawaii.edu/shs/lcc

Dr. Amy Humphrey*

Mental Health Counselor
Office: DHPC-106A
Phone: (808) 455-0516
Email: amyh3@hawaii.edu

Dr. Nadine Shigezawa*

Clinical Psychologist, Veterans Affairs
Office: BS 103
Phone: (808) 455-0651
Email: Nadine.Shigezawa@va.gov

Asterisk (*) denotes that this resource is confidential.

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center
for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198
Legal Helpline: (808) 531-3771
Toll-Free Neighbor Island Helpline: 1-800-690-6200
Business Office & Administration: (808) 534-0040
Fax: (808) 531-7228
Email: dvac@stoptheviolence.org

A representative will be on the Leeward,
Pearl City Campus two days a week, and on the
Wai'anae Campus one to two days a week.

Phone: (808) 260-7839
Email: CSAPROGRAM@stoptheviolence.org

Campus Security

Leeward Community College Campus Security

Phone: (808) 455-0611
Web: www.leeward.hawaii.edu/security

Title IX Coordinators

Jennifer Stotter

Title IX Coordinator
Office: Auxiliary Services Building E-3
University of Hawai'i at Hilo
200 West Kawili Street
Hilo, HI 96720
Phone: (808) 932-7642
Email: jstotter@hawaii.edu

Deputy Title IX Coordinator
Office: Auxiliary Services Trailer E
University of Hawai'i at Hilo
200 West Kawili Street
Hilo, HI 96720
Phone: (808) 932-7642
Email: eeoaa@hawaii.edu

Confidential Resources

UH Hilo Student Medical Services*

200 W. Kawili St.
Campus Center, 212
Hilo, HI 96720
Phone: (808) 932-7369
Email: uhhsms@hawaii.edu
Web: hilo.hawaii.edu/studentaffairs/health

UH Hilo Counseling Services*

200 W. Kawili St.
Student Services Building (SSB), E-203
Hilo, HI 96720
Phone: (808) 932-7465
Email: uhhcouns@hawaii.edu
Web: hilo.hawaii.edu/studentaffairs/counseling

Destiny Rodriguez*

Confidential Advocate
200 W. Kawili St., Trailer E
Hilo, HI 96720
Phone: (808) 932-7958
Email: destinyr@hawaii.edu
Web: hilo.hawaii.edu/titleIX/Resources.php

Other Resources

UH Hilo Women's Center

200 W. Kawili St.
Student Services Center (SSC), E-223
Hilo, HI 96720
Phone: (808) 932-7381
Web: hilo.hawaii.edu/studentaffairs/womenscenter

Asterisk (*) denotes that this resource is confidential.

Campus Security

UH Hilo Campus Security

Phone: (808) 974-7911
Web: hilo.hawaii.edu/auxsvc/security

University of Hawai'i at Mānoa

Title IX Webpage: manoa.hawaii.edu/titleix

Title IX Coordinators

Dee Uwono

Title IX Coordinator
Office: Hawaii Hall 124
University of Hawai'i at Mānoa
2500 Campus Road
Honolulu, HI 96822
Phone: (808) 956-2299
Email: t9uhm@hawaii.edu

Julienne Maeda

Deputy Title IX Coordinator for
Graduate Students
Office: Spal 360
University of Hawai'i at Mānoa
2540 Maile Way
Honolulu, HI 96822
Phone: (808) 956-7541
Email: julienne@hawaii.edu

Ronette Kawakami

Deputy Title IX Coordinator for the
William S. Richardson School of Law
Office: Law 221
University of Hawai'i at Mānoa
2515 Dole Street
Honolulu, HI 96822
Phone: (808) 956-7986
Email: ronettek@hawaii.edu

Corinne Seymour

Deputy Title IX Coordinator for the John A.
Burns School of Medicine and the Cancer
Center
Office: MEB 412G
University of Hawai'i at Mānoa
651 Ilalo Street
Honolulu, HI 96813
Phone: (808) 692-1160
Email: cseymour@hawaii.edu

Amanda Paterson

Deputy Title IX Coordinator for Athletics
Office: PE/A 25M
University of Hawai'i at Mānoa
1337 Lower Campus Road
Honolulu, HI 96822
Phone: (808) 956-4501
Email: apaterso@hawaii.edu

Karen Blakeley

Deputy Title IX Coordinator for Student
Housing
Office: Johnson Hall A Basement
University of Hawai'i at Mānoa
2555 Dole Street
Honolulu, HI 96822
Phone: (808) 956-8300
Email: karblake@hawaii.edu

Tammy Kuniyoshi

Deputy Title IX Coordinator for Human
Resources
Office: Administrative Services Bldg. 2
University of Hawai'i at Mānoa
2440 Campus Road
Honolulu, HI 96822
Phone: (808) 956-3028
Email: tammyk@hawaii.edu

Mark Au

Deputy Title IX Coordinator for Employees
Office: Administrative Services Bldg, 1-102
EEO/AA Office
University of Hawai'i at Mānoa
2442 Campus Road
Honolulu, HI 96822
Phone: (808) 956-7077 (voice/text)
Email: eeo@hawaii.edu

Confidential Resources

University Health Services Mānoa*

1710 East-West Road
Honolulu, HI 96822
Phone: (808) 956-8965
Web: www.hawaii.edu/shs

UH Mānoa Counseling and Student Development Center*

2600 Campus Road
Queen Lili'uokalani Center
for Student Services, 312
Honolulu, HI 96822
Phone: (808) 956-7927
Web: manoa.hawaii.edu/counseling

UH Mānoa Office of Gender Equity*

Jenna Friedman*
2600 Campus Road
Queen Lili'uokalani Center
for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9977
Web: manoa.hawaii.edu/genderequity

Prevention, Awareness, and Understanding (PAU) Violence Program*

Jennifer Pagala Barnett*
Leslie D. Cablingabang*
2600 Campus Road
Queen Lili'uokalani Center
for Student Services, 211
Honolulu, HI 96822
Phone: (808) 956-7344
Web: manoa.hawaii.edu/pauviolence

Student Parents At Mānoa (SPAM)*

Teresa Bill*
2600 Campus Road
Queen Lili'uokalani Center
for Student Services, 211
Honolulu, HI 96822
Phone: (808) 956-8059
Web: manoa.hawaii.edu/studentparents

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198
Legal Helpline: (808) 531-3771
Toll-Free Neighbor Island
Helpline: 1-800-690-6200
Business Office & Administration:
(808) 534-0040
Fax: (808) 531-7228
Email: dvac@stoptheviolence.org

Other Resources

UH Mānoa Lesbian, Gay, Bisexual, Transgender Queer (LGBTQ+) Center

Camaron Miyamoto
2600 Campus Road
Queen Lili'uokalani Center for Student
Services, 211
Honolulu, HI 96822
Phone: (808) 956-9250
Web: manoa.hawaii.edu/lgbt

Prevention, Awareness, and Understanding (PAU) Violence Program Respondent Student Support

Christopher Yanuaria
2600 Campus Road
Queen Lili'uokalani Center for Student
Services, 305
Honolulu, HI 96822
Phone: (808) 956-4392

Campus Security

UH Mānoa Department of Public Safety

Phone: (808) 956-6911
Web: manoa.hawaii.edu/dps

Asterisk (*) denotes that this resource is confidential.

Title IX Coordinators

Debbi Brown, Title IX Coordinator

Office: Pilina 136
310 W. Ka'ahumanu Avenue
Kahului, HI 96732
Phone: (808) 984-3601
Email: debbi@hawaii.edu

David Tamanaha

Deputy Title IX Coordinator for Employees
Office: Ho'okipa 116
310 W. Ka'ahumanu Avenue
Kahului, HI 96732
Phone: (808) 984-3253
Email: davidt@hawaii.edu

David Grooms

Deputy Title IX Coordinator for Students
Office: Pilina 201
310 W. Ka'ahumanu Avenue
Kahului, HI 96732
Phone: (808) 984-3376
Email: grooms@hawaii.edu

Lorelle Peros

Deputy Title IX Coordinator for Students
Office: Kalama 219
310 W. Ka'ahumanu Avenue
Kahului, HI 96732
Phone: (808) 984-3343
Email: lorelle@hawaii.edu

Confidential Resources

Maui College Campus Health Center*

Denise Cohen PhD, APRN, FNP-BC*
310 W. Ka'ahumanu Ave. (Center located
behind Carpentry Building)
Kahului, HI 96732
Phone: (808) 984-3493
Web: maui.hawaii.edu/health-center/

Catherine Taylor, PhD, CRC*

Disability Services Counselor
310 W. Ka'ahumanu Ave., Pilina 134
Kahului, HI 96732
Phone: (808) 984-3227
Email: cataylor@hawaii.edu
Web: maui.hawaii.edu/title-ix/confidential-resources/

Maui College Campus Personal Support Counseling*

Aris Banaag*
310 W. Ka'ahumanu Avenue
Annex Rm 12 (next to the Automotive
Technology building)
Kahului, HI 96732
Phone: (808) 984-3278
Email: arisb@hawaii.edu
Web: maui.hawaii.edu/counseling-advising/personal-support-counseling

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center
for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Child and Family Services*

392 N. Market Street
Wailuku, HI 96793
Phone: (808) 877-6888
A representative will be on the Maui College
campus three days a week:
Nicole Sasaoka*
Child and Family Service Advocate
Office on campus: Ka Lama 233
Phone: (808) 357-8260
Email: nsasaoka@cfs-hawaii.org

Campus Security

Maui College Campus Security Department

Phone: (808) 984-3255
Web: maui.hawaii.edu/security

Asterisk (*) denotes that this resource is confidential.

University of Hawai'i - West O'ahu

Title IX Webpage:

westoahu.hawaii.edu/compliance/title-ix/

Title IX Coordinators

Beverly Baligad

Title IX Coordinator

University of Hawai'i - West O'ahu

Office: B221

91-1001 Farrington Highway

Kapolei, HI 96707

Phone: (808) 689-2934

Email : uhwoT9C@hawaii.edu

Trudy Asato

Deputy Title IX Coordinator for Students

University of Hawai'i - West O'ahu

Office: B221

91-1001 Farrington Highway

Kapolei, HI 96707

Phone: (808) 689-2936

Email: uhwoT9C@hawaii.edu

Janice Sunouchi

Deputy Title IX Coordinator for Employees

University of Hawai'i - West O'ahu

91-1001 Farrington Highway

Kapolei, HI 96707

Phone: (808) 689-2523

Email: uhwoT9C@hawaii.edu

Confidential Resources

Dr. Steven Taketa*

Licensed Clinical Psychologist

University of Hawai'i - West O'ahu

91-1001 Farrington Highway

Kapolei, HI 96707

Phone: (808) 689-2678

Web: westoahu.hawaii.edu/current-students/health-and-wellness/#counseling-services

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198

Legal Helpline: (808) 531-3771

Toll-Free Neighbor Island Helpline:

1-800-690-6200

Business Office & Administration:

808) 534-0040

Fax: (808) 531-7228

Email: dvac@stoptheviolence.org

Email: CSAPROGRAM@stoptheviolence.org

Asterisk (*) denotes that this resource is confidential.

Campus Security

UH West O'ahu Campus Security

Phone: (808) 689-2911

Web: westoahu.hawaii.edu/campussecurity/

Windward Community College

Title IX Webpage: windward.hawaii.edu/Title_IX

Title IX Coordinators

Karla Silva-Park, LMHC

Title IX Coordinator
Office: Hale Akoakoa, Room 220
45-720 Kea'ahala Road
Kāne'ohe, HI 96744
Phone: (808) 235-7468
Email: wcctix@hawaii.edu

Karen Cho

Deputy Title IX Coordinator for Employees
Office: Hale Alaka'i, Room 120B
45-720 Kea'ahala Road
Kāne'ohe, HI 96744
Phone: (808) 235-7404
Email: kcho@hawaii.edu

Confidential Resources

Windward Community College Mental Health Counseling*

45-720 Kea'ahala Rd.
Hale Kako'o, Room 101
Kāne'ohe HI 96744
Phone: (808) 235-7468
Web: windward.hawaii.edu/mental_health/

Jenna Friedman, J.D.*

Gender Equity Specialist
Office of Gender Equity
Office: UH Mānoa, Queen Lili'uokalani Center for Student Services, 210
Honolulu, HI 96822
Phone: (808) 956-9499
Email: jenna.h.friedman@hawaii.edu

Domestic Violence Action Center*

P.O. Box 3198, Honolulu, HI 96801-3198
Legal Helpline: (808) 531-3771
Toll-Free Neighbor Island Helpline:
1-800-690-6200
Business Office & Administration:
(808) 534-0040
Fax: (808) 531-7228
Email: dvac@stoptheviolence.org
A representative will be on campus two days a week.
Hale Kako'o Bldg., Room 112
Phone: (808) 294-5483
Email: CSAPROGRAM@stoptheviolence.org

Asterisk (*) denotes that this resource is confidential.

Campus Security

Windward Community College Campus Security

Phone: (808) 235-7355
Web: windward.hawaii.edu/security

Support Services

University Mental Health Professionals

Mental Health Professionals can provide emotional support, as you process the many options available. Mental Health Professionals are considered confidential, meaning that assistance can be received without placing the University on notice of a specific incident. This is so you can receive needed assistance while still retaining control of your decision to report an incident to the University and/or law enforcement.

University Advocacy Support

The many resources available can sometimes be overwhelming. As such advocates can assist with navigating the many options available, and can help provide improved access to resources. Advocacy Offices are where individuals can seek information, options and specific support about their rights and resources. Many individuals working in an Advocacy Office are often a confidential resource. Before revealing any information, please make sure you understand the reporting obligations of the person you are speaking to.

Community Resources

In addition to the resources available at the University, there are also local and national resources you may want to consider. The resources listed are provided for informational purposes only. The University of Hawai'i does not endorse these entities, their products or services, and the information contained at these sites does not necessarily reflect the official views of the University.

Support Services

National Resources

National Sexual Assault Hotline

When you call, you'll be routed to a local RAINN affiliate organization based on the first six digits of your phone number. Cell phone callers have the option to enter the zip code of their current location to more accurately locate the nearest sexual assault service provider. The National Sexual Assault Hotline is a safe, confidential service. When you call the hotline, only the first six numbers of the phone number are used to route the call, and your complete phone number is never stored in the system. Most states do have laws that require local staff to contact authorities in certain situations, e.g. if there is a child or vulnerable adult who is in danger.

Phone: (800) 656-4673

Live Chat: oh.rainn.org/online/

Web: www.rainn.org/about-national-sexual-assault-telephone-hotline

Love is Respect

Peer advocates can connect you to resources in your area, provide you with helpful websites, help you create a plan to stay safe or just listen to your concerns. All conversations with peer advocates via phone, chat or text are free and confidential. You will never be asked for your name or other contact information, but an advocate may ask for your age and city to find local resources for you.

Phone: (866) 331-9474

Text: Text "campus" to 22522

Live Chat: www.loveisrespect.org/for-yourself/contact-us/

Web: www.loveisrespect.org

National Domestic Violence Hotline

Highly trained expert advocates are available 24/7 to talk confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship.

Phone: (800) 799-7233

Live Chat: www.thehotline.org/what-is-live-chat

Web: www.thehotline.org

The Trevor Project Helpline

Provides crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13-24. Help and support are available via phone, chat, text, and online social networking.

Phone: (866) 488-7386

Live Chat: www.thetrevorproject.org/pages/get-help-now

Web: www.thetrevorproject.org

Circle of 6

With Circle of 6, you can connect with your friends to stay close, stay safe and prevent violence before it happens. Designed for college students, it's fast, easy-to-use and private.

Web: www.circleof6app.com

VINE

Victim Information and Notification Every day is a solution that lets victims of crime and other concerned citizens access timely and reliable information regarding offenders through use of a toll-free number, www.vinelink.com, and the VINELink™ mobile app to anonymously check on an offender's custody status.

Phone: (877) 846-3444

Web: www.vinelink.com

Statewide

Sex Abuse Treatment Center

The Sex Abuse Treatment Center (SATC) of the Kapi'olani Medical Center for Women and Children is a statewide program whose mission is to support the emotional healing process of those sexually assaulted in Hawai'i, to increase community awareness about their needs and to reduce the incidence of all forms of sexual assault.

Harbor Court

55 Merchant Street, 22nd Floor

Honolulu, HI 96813

O'ahu: (808) 524-7273

Big Island: (808) 935-0677

Maui County: (Toll Free) (866) 443-5702

Kauai: (808) 245-4144

Web: satchawaii.org

Domestic Violence Action Center

The Domestic Violence Action Center provides legal information and representation to victims of domestic violence. In addition to the legal services, they also have advocates to assist and accompany victims as they seek access to community resources in their pursuit of safety and freedom.

P.O. Box 3198

Honolulu, HI 96801-3198

Legal Helpline: (808) 531-3771

Toll-Free Neighbor Island Helpline: (800) 690-6200

Business Office and Administration: (808) 534-0040

Web: www.stoptheviolence.org

Hawai'i Coalition Against Domestic Violence

The Hawai'i State Coalition Against Domestic Violence (HSCADV) engages communities and organizations to end domestic violence through education, advocacy, and action for social justice. HSCADV is a private, not-for-profit organization and is a statewide partnership of domestic violence programs and shelters. HSCADV is composed of at least 20 domestic violence agencies and programs through the state of Hawai'i.

1164 Bishop St., Ste. 1609
Honolulu, HI 96813
Phone: (808) 832-9316
Web: hscadv.org

Child and Family Service

CFS is a statewide, nonprofit organization with numerous culturally sensitive programs to assist families and individuals, including programs to aid in crisis. They offer counseling, therapeutic support programs, domestic violence advocacy, and sexual assault services (See individual island resources for contact information).

Parents and Children Together

PACT helps families identify, address and successfully resolve challenges through its 17 statewide programs in the areas of early childhood education, domestic violence prevention and treatment, child abuse & neglect prevention and treatment, positive youth development, community and economic development, and mental health support.

Administrative Office
1485 Linapuni Street, Suite 105
Honolulu, HI 96819
Phone: (808) 847-3285
Fax: (808) 841-1485
Email: admin@pacthawaii.org families

Legal Aid Society of Hawai'i

The Legal Aid Society of Hawai'i is a public interest, not-for-profit law firm whose mission is to achieve fairness and justice through legal advocacy, outreach and education for those in need. They continue to provide full representation to those in need and have improved access to justice by also training clients to handle legal matters on their own.

Legal Aid Society of Hawai'i – Main Office
924 Bethel Street
Honolulu, HI 96813
Phone: (808) 536-4302
Web: www.legalaidhawaii.org

Hawai'i Immigrant Justice Center

The Hawai'i Immigrant Justice Center at Legal Aid provides advocacy, and community outreach and education, in addition to free legal services to indigent immigrants.

245 North Kukui Street
Honolulu, HI 96817
Phone: (808) 536-8826
Neighbor Islands: (800) 499-4302, ext. 279
Web: www.kukuicenter.org/hawaii-immigrant-justice-center

Volunteer Legal Services Hawai'i

Volunteer Legal Services Hawai'i serves Hawai'i's low and moderate income communities through volunteer attorneys. Their pool of pro bono attorneys provides legal services in a wide range of civil matters, including divorce, paternity, custody, child support, guardianship, adoption, basic estate planning including powers of attorney, advance healthcare directives, trusts and wills, landlord-tenant, collections, Chapter 7 Bankruptcy, small claims, contract disputes, and Veterans disability claims. They are able to assist as long as you meet income guidelines and have a legal issue that the organization handles.

545 Queen Street, Suite 100
Honolulu, HI 96813
O'ahu: (808) 528-7046
Kaua'i: (808) 698-8210
Email: intake@vlsh.org
Web: www.vlsh.org

State of Hawai'i Department of Health Adult Mental Health Division (AMHD) ACCESS Crisis Line of Hawai'i

The AMHD Crisis Line of Hawai'i provides a team of trained and experienced professionals to help individuals in time of a mental health crisis. The Crisis Line of Hawai'i is there to help you 24 hours a day, seven days a week.

O'ahu: (808) 832-3100
Neighbor Islands: 1 (800) 753-6879.
Website: health.hawaii.gov/amhd/consumer/access/

Island of O'ahu

Ala Kuola

Ala Kuola assists victims of domestic violence in obtaining a TRO in Family Court against their abuser.

550 Halekauwila Street
Honolulu, HI 96813
Phone: (808) 545-1880
Web: www.alakuolahawaii.com

Support Services *Continuation*

Family Peace Center – Puuhonua Victim/Survivor Component

The Family Peace Center – O‘ahu offers safety, support, empowerment and accountability through individual and group intervention for victims/survivors, perpetrators/offenders and child witnesses of domestic violence.

1505 Dillingham Boulevard, Suite 208
Honolulu, HI 96817
Puuhonua Domestic Violence Crisis Counseling line:
(808) 585-7944
Web: www.pacthawaii.org/oahu_peace_center.html

Temporary Restraining Order Hotline (Family Court)

The Temporary Restraining Order Hotline of Family Court (O‘ahu First Circuit) can be reached to answer questions you may have about TROs or the process to obtain a TRO.

Phone: (808) 954-8090

Hawai‘i State Judiciary Adult Client Victim Services

Adult Client Services of the First Judicial Circuit provides services to assist victims and their families as they proceed through the criminal justice system.

Phone: (808) 538-5687
Email: apdvictimservice@netscape.net
Web: www.courts.state.hi.us/services/adult_client_services/adult_client_victim_services

Island of Hawai‘i

YWCA Sexual Assault Support Services

The YWCA of Hawai‘i Island is dedicated to changing the beliefs that accompany sexual violence. They seek to create a society that does not minimize sexual crimes,

that does not permit the shaming or silencing of the assaulted or hide the crime out of shame – a society where perpetrators are held accountable, mandated for treatment and prevented from offending again. Since the 1970s, they have provided response programs to victims of sexual assault known as Sexual Assault Support Services (SASS), Sexual Assault Response and Advocacy Services (SARAH) and Empowering Alternatives program (EAP).

1382 Kilauea Ave., Hilo, HI 96720
Phone: (808) 935-0677
Web: www.ywcahawaiiisland.org/what-we-do/sexual-assault

Child and Family Services

Child and Family Services is a nonprofit organization with numerous culturally sensitive programs to assist families and individuals, including programs to aid in crisis. They offer counseling, therapeutic support programs, domestic violence advocacy, and sexual assault services.

105A Kilauea Ave.
Hilo, HI 96720
Phone: (808) 935-2188
Web: www.childandfamilyservice.org

Island of Maui

Maui Family Peace Center

The goal of the Family Peace Center-Maui is to bring peace to Hawai‘i’s families by offering safety, support, and empowerment to victims/survivors and their children exposed to domestic violence, and accountability to offenders. Family Peace Center has been conducting domestic violence counseling on Maui since 1994.

81 North Market Street
Wailuku, HI 96793
Phone: (808) 244-2330
Web: www.pacthawaii.org/maui_peace_center.html

Child and Family Services

Child and Family Services is a nonprofit organization with numerous culturally sensitive programs to assist families and individuals, including programs to aid in crisis. They offer counseling, therapeutic support programs, domestic violence advocacy, and sexual assault services.

392 N. Market Street
Wailuku, HI 96793
Phone: (808) 877-6888
Web: www.childandfamilyservice.org

Island of Kaua‘i

YWCA Kaua‘i Crisis Services Program

YWCA Kaua‘i provides crisis workers 24 hours per day, every day of the year, to help people who have experienced domestic violence or sexual assault. Crisis workers can meet with you face-to-face or talk with you by telephone to provide support, information and advocacy. You will receive referrals to locations where you can get examined and treated, crisis counseling, emotional support and information on your legal rights. If you do need an examination or treatment, a crisis worker will meet with you to talk about the examination beforehand, stay with you during the examination, and help you talk to law enforcement, investigators, medical personnel, family members and anyone else you need.

3904 Elua Street, Lihue, HI 96766
Domestic Violence Crisis Hotline: (808) 245-6362
Sexual Assault Crisis Hotline: (808) 245-4144
Web: ywcakauai.org/crisis-services-program

Immigration / VISA Services

System & University of Hawai'i at Mānoa

Faculty & Scholar Immigration Services (FSIS)

[For employees only]

2565 McCarthy Mall

Physical Science Building (PSB),

Rooms 102-106

Honolulu, HI 96822

Web: www.hawaii.edu/fsis

University of Hawai'i at Mānoa

International Student Services (ISS) Office

2600 Campus Road

Queen Liliuokalani Center for Student Services

Room 206

Honolulu, HI 96822

Phone: (808) 956-8613

Email: issmanoa@hawaii.edu

Web: www.hawaii.edu/issmanoa

University of Hawai'i at Hilo

The International Student Services (ISS) Office

200 W. Kawili St.

Hilo, HI 96720-4091

Phone: (808) 932-7446 or 1-800-897-4456

Web: <https://hilo.hawaii.edu/international/immigration.php>

Leeward CC

Office of International Programs

96-045 Ala Ike

Building BE, Room 109

Pearl City, Hawaii 96782

Phone: (808) 455-0505

Email: lcintl@hawaii.edu

Web: www.leeward.hawaii.edu/ipo

Kapi'olani Community College

Honda International Center

4303 Diamond Head Road

Building Iliahi, Room 107

Honolulu, Hawai'i 96816

Contact: [Yujin Kim](#) or [Shawn Yacavone](#)

Phone: (808) 734-9312

Email: yujin789@hawaii.edu

Email: yacavone@hawaii.edu

Web: <https://www.kapiolani.hawaii.edu/admissions/international-or-non-resident-students/>

Financial Aid Services

Hawai'i Community College

Mailing Address: 200 West Kawili Street

Hilo, HI 96720-4091

Manono Campus (Hilo) Location:

1175 Manono Street

Hilo, HI 96720-4091

Phone: (808) 934-2712

Email: hawccfao@hawaii.edu

Website: www.hawaii.hawaii.edu/financialaid

Honolulu Community College

874 Dillingham Boulevard, Bldg. 6, 1st Floor

Honolulu, HI 96817

Phone: (808) 845-9116

Email: honccfao@hawaii.edu

Website: www.honolulu.hawaii.edu/finaid

Kapi'olani Community College

4303 Diamond Head Road

Ilima Bldg., Room 102

Honolulu, HI 96816

Phone: (808) 734-9555

Email: kapinfo@hawaii.edu

Email: kapfao@hawaii.edu

Website: www.kapiolani.hawaii.edu/paying-for-college/financial-aid

Kaua'i Community College

3-1901 Kaumuali'i Highway

One Stop Center, Room 104

Līhu'e, HI 96766

Phone: (808) 245-8360

Email: kauccfao@hawaii.edu

Website: kauai.hawaii.edu/financial-aid

Leeward Community College

96-045 Ala 'Ike, Bldg. AD, Room 210

Pearl City, HI 96782

Phone: (808) 455-0606

Email: lccfao@hawaii.edu

Website: www.leeward.hawaii.edu/finaid-office

University of Hawai'i at Hilo

200 W. Kawili St. SSC Bldg., Room E-101

Hilo, HI 96720

Phone: (808) 932-7449

Email: uhhfao@hawaii.edu

Website: hilo.hawaii.edu/financialaid

University of Hawai'i at Mānoa

2600 Campus Road, QLCSS Bldg., Room 112

Honolulu, HI 96822

Phone: (808) 956-3985

Email: finaid@hawaii.edu

Website: www.hawaii.edu/fas

University of Hawai'i Maui College

310 Ka'ahumanu Avenue

Ho'okipa Bldg.

Kahului, HI 96732-1617

Phone: (808) 984-3277

Email: mauifa@hawaii.edu

Website: maui.hawaii.edu/financial

University of Hawai'i - West O'ahu

91-1001 Farrington Hwy.,

Student Services Office, C141

Kapolei, HI 96707

Phone: (808) 689-2900

Email: uhwo.finaid@hawaii.edu

Website: westoahu.hawaii.edu/apply-and-enroll/campaigns/financial-aid/

Windward Community College

45-720 Kea'ahala Road

Hale Alaka'i Bldg., Room 107

Kāne'ohe, HI 96744

Phone: (808) 235-7449

Email: wccfao@hawaii.edu

Website: www.windward.hawaii.edu/financial_aid

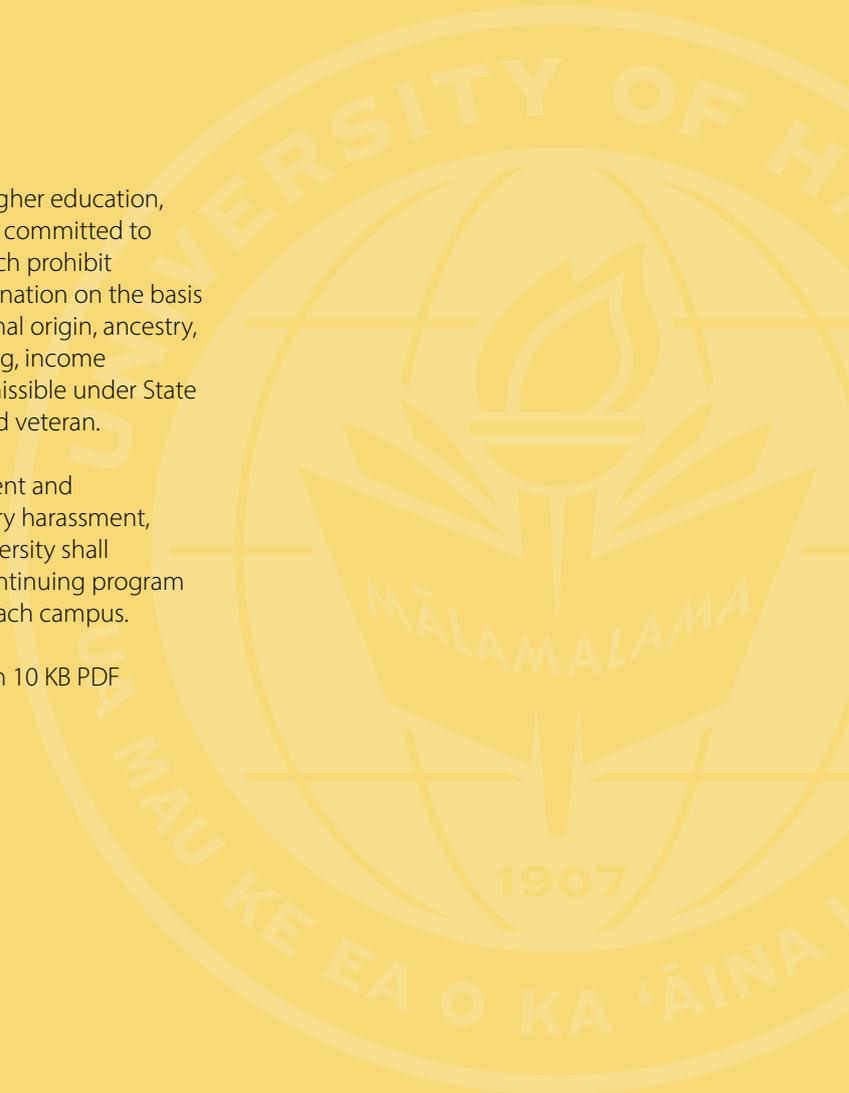
University of Hawai'i Nondiscrimination Policy

Board of Regents Bylaws, Section 1-5 (April 21, 2011)

It is the policy of the University to provide equity of opportunity in higher education, both in the educational mission and as an employer. The University is committed to comply with all State and Federal statutes, rules, and regulations, which prohibit discrimination. The University is committed to a policy of nondiscrimination on the basis of race, sex, gender identity and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, breastfeeding, income assignment for child support, arrest and court record (except as permissible under State law), sexual orientation, national guard absence, or status as a covered veteran.

This policy covers admission and access to, and participation, treatment and employment in the University's programs and activities. Discriminatory harassment, including sexual harassment, is prohibited under this policy. The University shall promote a full realization of equal opportunity through a positive, continuing program of nondiscrimination and affirmative action (41 CFR Chapter 60) on each campus.

Executive Policy EP1.202 on Nondiscrimination and Affirmative Action 10 KB PDF (EP1.202 under revision)





The campuses of the University of Hawai'i System are equal opportunity/affirmative action institutions.