



Sexual Violence Policy & Procedure

Policy:

Sexual violence is a pervasive social issue that impacts all people and is reproduced by harmful binary gender assumptions; power and control; apathy about consent; and victim-blaming, shaming and silencing of survivors. Sexual violence is part a larger system of oppression that both consolidates power over and targets people from marginalized groups. The LGBT Center of Central PA seeks to interrupt this pattern, eliminate sexual violence and other forms of oppression, and create a safer space for sexual assault survivors.

Sexual violence encompasses a range of unwelcome sexual behaviors, including words, images, contact, and other activity. The LGBT Center of Central PA believes and supports survivors of sexual violence, and prioritizes survivors' safety and agency. The accompanying procedure is designed to be survivor-centered. All actions taken will be in conversation with the survivor and informed by their needs and wishes.

Procedure:

When a participant discloses any experience of sexual violence, the following steps should be taken:

1. Call the Youth Programs Director (if the participant is a youth or young adult) or the Executive Director (for all other participants). In the event that either the Youth Programs Director or the Executive Director is not immediately reachable, contact the other.
2. Staff should then ask to speak privately with the participant to confirm their safety and provide resources:
 - a. Local sexual assault providers for crisis advocacy, free and confidential counseling, support groups, and hospital and legal accompaniment.
 - b. Hospital and medical services. (Note: UPMC Pinnacle's SAFE program can provide transportation to its program hospitals, if needed.)
 - c. Local police to file charges.
 - d. Title IX information and rights, if relevant (applies to survivors who are current students).
3. Staff will offer help or support if the participant wants to make phone calls or access other services.
4. All staff, interns, and volunteers will maintain confidentiality, except where Mandatory Reporting is required in the case of harm to self, harm to others, or harm to any child.
5. Staff will document the incident using the established incident reporting mechanism.

If the participant discloses that the sexual violence was perpetrated by another participant of the Center, and does not feel safe while that person continues to attend programming, the following steps will be taken:

1. Staff will communicate to the alleged perpetrator (AP) that there is an ongoing investigation and they are not allowed to participate in Center programs for the time being.
2. A panel comprised of staff, Board members and others will gather information and make assessments.
3. The panel will determine next steps, which could include not allowing the AP to return to Center programs. That determination will be communicated to the survivor and the AP.

Approved by Board of Directors: May 21, 2018

Local Resources:

Sexual Assault Service Providers

YWCA Greater Harrisburg (Dauphin County)

24/7 hotline: 1-800-654-1211

Physical location: 1101 Market Street, Harrisburg PA 17102 (staffed 24/7)

<http://www.ywcahbg.org/programs/violence-intervention-and-prevention-services>

YWCA of Carlisle - Sexual Assault/Rape Crisis Services of Cumberland County

24/7 hotline: 1-888-727-2877

Physical location: 301 G Street, Carlisle, PA 17013 (staffed M-F 8:30-4:30)

<http://ywcacarlisle.org/index.php/support/category/sexual-assault>

YWCA York - Victim Assistance Center (York County)

24/7 hotline: 1-800-422-3204

Physical location: 320 East Market Street, York PA 17403

http://www.ywcayork.org/site/c.7oIIJOPrGgIUf/b.8386715/k.42E0/Comprehensive_Victim_Services.htm

YWCA Lancaster - Sexual Assault Prevention & Counseling Center (Lancaster County)

24/7 hotline: 717-392-7273

Physical location: 110 North Lime Street, Lancaster, PA 17602

<https://ywcalancaster.org/programs/empowerment/sexual-assault-counseling>

For all other counties, call the PA Coalition Against Rape's hotline at 1-888-772-7227 to be connected to the local sexual assault service provider, or visit <http://www.pcar.org/help-pa/locations> to find the local provider.

UPMC Pinnacle Sexual Assault Forensic Examiner (SAFE) Program

UPMC Pinnacle's SAFE program employs specially trained Sexual Assault Nurse Examiners (SANEs) to provide emotional support, treat physical injuries, collect physical forensic evidence and photograph injuries, and administer preventive treatments for sexually transmitted infections and pregnancy. They will notify a representative from the local sexual assault provider, and will offer follow-up medical care and referral to additional resources. See list of UPMC Pinnacle hospitals below:

UPMC Pinnacle Harrisburg - Emergency Room
24/7 phone: 717-782-5256
Physical location: 111 South Front Street, Harrisburg, PA 17101

UPMC Pinnacle Community Osteopathic - Emergency Room
24/7 phone: 717-657-7295
Physical location: 4300 Londonderry Road, Harrisburg, PA 17109

UPMC Pinnacle West Shore - Emergency Room
24/7 phone: 717-988-1065
Physical location: 1995 Technology Parkway, Mechanicsburg, PA 17050

UPMC Pinnacle Carlisle - Emergency Room
24/7 phone: 717-960-1695
Physical location: 361 Alexander Spring Road, Carlisle, PA 17015

UPMC Pinnacle Memorial - Emergency Room
24/7 phone: 800-436-4326
Physical location: 325 South Belmont Street, York, PA 17403

UPMC Pinnacle Lititz - Emergency Room
24/7 phone: 717-625-5000
Physical location: 1500 Highlands Drive, Lititz, PA 17543

UPMC Pinnacle Hanover - Emergency Room
24/7 phone: 717-316-3711
Physical location: 300 Highland Avenue, Hanover, PA 17331

UPMC Pinnacle Lancaster - Emergency Room
24/7 phone: 717-291-8211
Physical location: 250 College Avenue, Lancaster, PA 17603

To learn more about the SAFE program, call 717-782-5205 or visit:
<https://www.pinnaclehealth.org/services-and-resources/our-services/womens-health/our-programs/sexual-assault-forensic-examiner-safe-program/>

Local Police

911 or Harrisburg Police Non-Emergency Number: 717-558-6900

Title IX

ACLU of PA's Know Your Rights: Title IX and Sexual Assault page:
<https://www.aclu.org/know-your-rights/title-ix-and-sexual-assault>

Mandated Reporting

PCAR's Sexual Violence & Mandated Reporting page: <https://www.pcar.org/laws-policy/mandated-reporting>