

# TITLE IX POLICY ON SEX DISCRIMINATION, INCLUDING SEXUAL HARASSMENT

Effective August 14, 2020

Revised March 8, 2024

## I. PURPOSE

The purpose of Webster University's Title IX Policy on Sexual Harassment ("Policy") is to prohibit sexual harassment, as that term is defined herein, and to maintain safe learning, living, and working environments free of discrimination, harassment, sexual violence, and other forms of sexual misconduct that undermine the University's educational mission. In pursuit of that goal, this Policy provides the campus community with the appropriate process for reporting and addressing individual reports of sexual harassment.

Of course, the University works to prevent harassment and discrimination of all types from occurring in the programs and activities under the University's control; however, as described in this Policy, the University has made resources available to help members of the University community who experience sexual harassment.

The provisions contained within this Policy apply to any person participating in, or attempting to participate in, a university program or activity. Other university resources and policies, such as the Student Handbook, Employee Manual, or the Faculty Manual, may govern complaints and subsequent disciplinary actions for allegations of sexual assault, dating violence, domestic violence, and stalking that do not fall under Title IX.

This policy applies to prohibited conduct that occurs:

- x on campus;
- x within the context of a university program or activity (which includes locations, events, or circumstances in which the University has substantial control over both the Respondent as well as the context in which the sexual harassment occurred); and/or
- x any building owned or controlled by a student organization that is officially recognized by the University

Where the Respondent is a third party or other non-university affiliated party, the University will offer and implement supportive measures to the complainant consistent with the goals of this Policy, which may include reporting the conduct to law enforcement, as appropriate.

Conduct that occurs outside of the United States is not covered by Human Resources or Student Conduct at those respective campuses.

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<sup>1</sup> This Policy is intended, and shall be construed, to comply with Title IX and the Title IX Regulations.

## II. SEX DISCRIMINATION, INCLUDING SEXUAL HARASSMENT

A. Prohibition of Sex Discrimination, Including Sexual Harassment. Consistent with longstanding University policy, regulations published by the U.S. Department of Education under Title IX (see 34 C.F.R. § 106, et seq. (“Title IX Regulations”)) prohibit the University from discriminating on the basis of sex in all University educational programs or activities, and this requirement against discrimination extends to admission and employment. The University strictly prohibits sex discrimination, including sexual harassment, in the context of all education programs and activities that the University operates and in University employment relationships and in admission and decisions. The University will promptly and effectively respond to reports of sex discrimination, including sexual harassment, and will take appropriate action to prevent and remediate such behavior.

B.



### III. RETALIATION

A. Prohibition of Retaliation. The University strictly prohibits retaliation, including intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or the Title IX Regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under such regulations.

B. Conduct Constituting Retaliation. Intimidation, threats, coercion, or discrimination,

Nothing in this Section IV shall be construed to prohibit a complainant or respondent from freely discussing the details of a report or formal complaint of sexual harassment.

V. SUPPORTIVE MEASURES

A. Availability of Supportive Measures. The University shall make available to every complainant and respondent supportive measures as part of the University's handling of a report of sex discrimination, including reports and formal complaints of sexual harassment. Individuals involved in a complaint of sexual discrimination whether as a complainant or a respondent may receive supportive measures by contacting the Title IX Coordinator, who is responsible for coordinating effective implementation of supportive measures. Accommodations or supportive measures are available if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to file a formal complaint or report the offense to the Title IX Coordinator, Public Safety, or local law enforcement. Upon request, the Title IX Coordinator will also provide written notification of such resources available to students and employees.

B. Definition of Supportive Measures. The term "supportive measures" means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available and without fee or charge to the complainant or the respondent. Such measures are designed to restore or preserve equal access to the University's education program or activity without Amended by Ordinance No. 2014-04 (page 5 of 5) (June 23, 2014) (p. 10 of 30) (S) 3 of 30 (ep) (June 23, 2014)

of formal complaints as required by the Title IX Regulations<sup>3</sup>.

B. Definitions. Terms used frequently in these procedures and elsewhere within this Policy are defined as follows:

1. Actual knowledge. The term "actual knowledge" means notice of sexual harassment or allegations of sexual harassment to the University's Title IX Coordinator or to the University's Chief Human Resources Officer. No employee or official of the University other than the Title IX Coordinator Kimberly Bynum-Smith (200 Hazel, 2<sup>nd</sup> Floor, St. Louis, MO 63119; Telephone: 314-246-7780; Email: [kimberleybynumsmith@webster.edu](mailto:kimberleybynumsmith@webster.edu)) and the University's Chief Human Resources Officer Cheryl Fritz (470 E. Lockwood Ave., St. Louis, MO 63119; Telephone: 314-246-7055; Email: [cherylfritz49@webster.edu](mailto:cherylfritz49@webster.edu)) shall have authority to institute corrective measures under this Policy on behalf of the University.
2. Complainant



from giving consent as that term is used in this Policy. Incapacitation may be caused by a permanent or temporary physical or mental impairment. Incapacitation may also result from the consumption of alcohol or drugs.

The use of alcohol or drugs may, but does not automatically, affect a person's ability to consent to sexual contact. The consumption of alcohol or drugs may create a mental incapacity if the nature and degree of the intoxication go beyond the stage of merely reduced inhibition and reach a point in which the victim does not understand the nature and consequences of the sexual contact. In the latter case, the person cannot provide consent. A person who is asleep or who is passed out or unconscious as a result of the consumption of alcohol or drugs is physically helpless and is not able to consent.

A person violates this Policy if the person has sexual contact with someone who the person knows or should know is incapacitated—regardless of the cause, including intoxication to the point of causing incapacitation. The test of whether an individual should know that another person is incapacitated is whether a reasonable, sober person would be able to ascertain the other person's incapacitation.

A respondent cannot rebut an allegation of sexual harassment merely by arguing drunkenness or other drug impairment prevented the respondent from knowing that the other person was incapacitated.

6. Respondent The term "respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

#### C. Reporting Sex Discrimination.

1. Persons Who Can Report Sex Discrimination. Any person participating in, or attempting to participate in, a university program or activity may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), sexual assault, dating violence, domestic violence or stalking. Following such report, the Title IX Coordinator will provide the student or employee a written explanation of the individual's rights and options, irrespective of whether or not the offense occurred on-or-off campus.

2. Reporting Methods A report of sex discrimination, including sexual harassment, may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed in this Policy for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic address, or by mail to the office address listed in this Policy for the University's Title IX Coordinator. In addition to the Title IX Coordinator, the University's Chief Human Resources Officer may also receive notice of reports of sex discrimination, including sexual harassment, under this Policy.



3. ~~Amnesty from Drug, Alcohol, and Related University Policies~~  
The University encourages reporting and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward. The University recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct, which may violate other University policies and codes of conduct.

An individual who reports sexual misconduct will not be subject to disciplinary action by the University for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The University may, however, initiate an educational discussion or pursue other educational remedies regarding the use of alcohol or other drugs. This amnesty policy applies to the University's student conduct process as well as related policies applicable to students, faculty and staff.

While the University may waive disciplinary action under its policies related to use of alcohol and drugs as indicated above, it retains the responsibility to report any illegal use of these substances as required by law and will act in compliance with the

any building owned or controlled by a student organization that is officially recognized by the University. The phrase “education program or activity” also encompasses conduct occurring on the University’s computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of, the University.

E. Reporting or Filing a Formal Complaint of Sexual Harassment.

1. Persons Who Can Initiate a Formal Complaint. A formal complaint may be filed by a complainant or signed by the Title IX Coordinator.

2. Procedure for a Complainant to Initiate a Formal Complaint. If a complainant chooses to file a formal complaint, the complainant must sign and submit a document to the Title IX Coordinator (in person, by mail, or by electronic mail, using the contact information for the Title IX Coordinator set forth in this Policy), alleging sexual harassment against a respondent and requesting that the University investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in an education program or activity of the University.

3. Procedure for the Title IX Coordinator to Initiate a Formal Complaint. Regardless of whether a complainant has filed a formal complaint, the Title IX Coordinator can choose to sign a formal complaint alleging sexual harassment against one or more respondents and requesting that the University investigate the allegation of sexual harassment. In deciding whether to sign a formal complaint, the Title IX Coordinator will consider the following factors:

- a) the severity and pervasiveness of the alleged sexual harassment;
- b) any pattern of alleged misconduct attributed to the Respondent (e.g., serial predation);
- c) the risk of serious harm to any student, employee or other individual associated with the University;
- d) whether the complainant’s allegations involved violence, threats, use of weapons, or similar factors;
- e) whether the complainant’s allegations have prompted the involvement of law enforcement and/or criminal proceedings; and/or
- f) any other factor, whose consideration is permitted by applicable law, that directly or indirectly implicates the University’s interests in providing a safe and productive learning environment.

F. Responding to a Formal Complaint.

1. Application of Grievance Process. In response to a formal complaint, the University will, on 16aof Gr16aof-2 (or)3 ( )TJ EMC /LBody </MC.- and (o7( o)1g

imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent.

2. Administrative Processing of a Formal Complaint. When a formal complaint is made, the following administrative procedures will occur:

a) Conflict Analysis. As a preliminary matter, the Title IX Coordinator identified in this Policy will analyze whether such person has a conflict of interest that would preclude such person from acting as the Title IX Coordinator for the formal complaint at issue. A conflict of interest that precludes a person from holding a Title IX Coordinator, investigator, decisionmaker/hearing officer or appeal officer role is one that would undermine the person's ability to approach an allegation or formal complaint of

applicable; and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The University will also ensure that decisionmakers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. The University will ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. Materials used to train the University's Title IX Coordinators, investigators, decisionmakers, and any person who facilitates an informal resolution process will not rely on stereotypes and will promote impartial investigations and adjudications of formal complaints of sexual harassment.

3. Investigation Process. The investigation of any formal complaint will be conducted in accordance with the following procedures. Such procedures will also be followed for reports of sexual assault, dating violence, domestic violence, or stalking that fall outside the scope of Title IX.

a) Investigation. When a formal complaint meets the requirements of this Policy, the Title IX Coordinator, or designee, will assign a trained investigator to conduct a prompt, fair and impartial investigation of allegations contained in the formal complaint. All parties and witnesses are expected to provide truthful information. Knowingly providing false or misleading information is a violation of university policy and can subject a student or employee to disciplinary action. The investigator or designee will provide timely updates, as appropriate or requested, about the timing and status of the investigation.

It is the responsibility of the University, not the parties, to gather relevant information, to the extent reasonably possible. The investigator will conduct a fair and reliable factgathering based on the allegations in the Formal Complaint. The investigator will be responsible for interviewing the Complainant and the Respondent, interviewing potential witnesses; collecting relevant documentation and physical evidence, including documents, communications between the Parties, and other electronic records as appropriate; creating a timeline; and preparing a written report documenting the complete investigation.

b) Relevance. The investigator will consider only relevant evidence that is available in a particular case. The term "relevance" shall have its ordinary meaning in any grievance process conducted under this Policy. Relevant questions are those that call for information that will assist the decisionmaker/hearing officer in deciding whether the allegation(s) and information in the investigation are either more likely or less likely to be true. Many forms of evidence that are logically relevant would not be admissible in a court of law based on application of the Federal Rules of Evidence or other applicable evidentiary standards that apply in judicial proceedings. Such evidence, so long as it is relevant, will nevertheless be

available for consideration by an investigator. For example, a question cannot be excluded on the basis of relevance solely because it may be unduly prejudicial, concern prior bad acts, or constitute character evidence; however, questions that badger ~~an~~ or are unfairly repetitious may be deemed irrelevant. Questions concerning the complainant's sexual history are not relevant unless offered to prove that someone other than the respondent committed the conduct alleged by the complainant or if the ~~questions~~ and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

c) **Objective Evaluation**The investigator will conduct an objective evaluation of all relevant evidence- including both inculpatory and exculpatory evidence. At no stage of the grievance process will credibility determinations be made based on a person's status as a complainant, respondent, or witness. Formal complaints of sexual harassment often involve allegations with competing plausible narratives and no eyewitnesses. Such situations will be evaluated by objectively evaluating the relevant evidence, regardless of whether that available, relevant evidence consists of the parties' own statements, statements of witnesses, or other evidence. This does not mean that corroborating evidence is required, but the availability of corroborating evidence may bolster a party's position in support of or in opposition to a formal complaint.

d) **Presumption of No Responsibility**Formal complaints will be handled with a presumption that the respondent is not responsible for alleged sexual harassment until a determination regarding responsibility is made at the conclusion of the grievance process. The presumption of non responsibility does not mean that a respondent, complainant or witness is considered presumptively truthful, untruthful, credible or not credible. An investigator is free to develop an understanding of, and to take into account, each party's interests and the "stakes" at issue for each party. What is at stake, in and of itself, shall not reflect on the party's truthfulness.

e) **Respect for Legal Privilege**The University will not require, allow,



complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

k) ~~Time to Review Evidence Considered by the Investigator:~~ To completion of the investigative report, the investigator shall send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least 10 calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report. All such electronic copies and/or hard copies of such evidence shall be returned to the University's Title IX office within twenty (20) calendar days following the date on which a decision has been issued on a formal complaint (if no appeal is filed) or, where an appeal is filed, within ten (10) calendar days from the date on which a decision is issued by the appeal officer assigned to the case.

l) ~~Preparation of an Investigation Report:~~ The investigator shall create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing on the formal complaint, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.

m) ~~No Gag Orders:~~ Neither the complainant nor the respondent shall be restricted in the ability to discuss the allegations under investigation or to gather and present relevant evidence.

n) ~~Advisor Participation:~~ The University shall provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding. The University, however, reserves the right to establish restrictions regarding the extent to which the advisor may participate in the proceedings (with any such restrictions applying equally to both parties).

o) ~~Notice with Time to Prepare:~~ The University shall provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time (i.e., at least 10 calendar days) for the party to prepare to participate.

p) ~~Consolidation of Formal Complaints:~~ The University reserves the discretion to consolidate related formal complaints as permitted by the Title IX Regulations.

4.





g) Requests for Separation At the request of either party, the decisionmaker must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decisionmaker and parties to simultaneously see and hear the party or the witness answering questions.

h) Location of Hearings The University reserves the discretion to conduct any hearing under this Policy with all parties physically present in the same geographic location or with any or all parties or other participants appearing virtually with technology enabling participants simultaneously to see and hear each other.

i) Transcripts The University will provide the parties an opportunity to inspect and review a transcript (or, at the University's sole discretion, an audio or audiovisual recording) of any live hearing conducted under this Policy.

j) Confidential Proceedings Consistent with the University's obligation to maintain confidentiality with respect to hearings on formal complaints made under this Policy, no one other than a party's advisor (and any person whose involvement is required by law, e.g., an interpreter for a party who suffers from a disability that necessitates the participation of an interpreter) shall be permitted to attend or observe a hearing with a party.

k) Professional Decorum All parties and witnesses shall maintain professional decorum throughout a hearing conducted under this Policy. The expectation of professionalism includes, without limitation, that no person may badger or harass any party, witness, decisionmaker or other University personnel involved in the hearing proceeding. Furthermore, a party shall be free to confer with the party's advisor during a hearing, such conferral shall not take place in a loud or disruptive manner. If a party or advisor violates any rules imposed on parties equally by this Policy or by a decisionmaker during a hearing, the University retains authority to respond in accordance with its policies governing student and employee misconduct.

l) Written Determinations Applying the preponderance of evidence standard, the decisionmaker, who will be someone other than the Title IX Coordinator or the investigator assigned to a formal complaint, shall issue simultaneously to each party a written determination regarding responsibility following the conclusion of a live hearing. Such written determination shall include the following:

(1)

site visits, methods used to gather other evidence, and hearings held);

(3) Findings of fact supporting the determination;





The University may designate additional investigators or assistants to aid the Title IX Office in the event of a significant volume of reports of sexual harassment, in response to a recusal of one or more members of the Title IX office with respect to a particular matter, or in any other circumstance that the University deems appropriate.

Members of this Title IX team receive training at least on an annual basis related to carrying out their roles and responsibilities.

B. Title IX Coordinator

Kimberley Bynum Smith  
Director, Office for Civil Rights Compliance and Title IX Coordinator  
200 Hazel, 2nd Floor St. Louis, MO 63119  
314-246-7780  
[kimberleybynumsmith@webster.edu](mailto:kimberleybynumsmith@webster.edu)

Webster also reserves the right to engage additional trained Deputy Title IX Coordinators and/or Title IX investigators on an ~~ad~~ ad hoc basis as necessary.

Sexual Offense Advocate (24/7)  
470 E. Lockwood Avenue, St. Louis, MO 63119  
314-968-7030 (office)  
314-649-8474 (mobile)

Office of Public Safety (24/7)  
527 Garden Avenue (Next to Garden Ave. Garage) St. Louis, MO 63119  
314-968-7430  
314-968-6911 (Emergency)

IX. ACADEMIC FREEDOM

The University is firmly committed to free expression and academic freedom. Nothing in this Policy is intended to chill the free expression or academic freedom of anyone at Webster University. Members of the University community are free to express ~~their~~ their views on any academic subject regardless of whether those viewpoints are provocative or controversial. In contrast, however, sexual harassment and retaliation prohibited by this Policy do not constitute the exercise of academic freedom. The University will consider academic freedom and free expression in the investigation of any report of sexual harassment or retaliation that involves an individual's alleged speech or other communication and will take care to distinguish between viewpoint criticisms and ~~ac~~ academic discourse, which will not constitute sexual harassment, and offensive comments that are directed at an individual based on the individual's sex, gender, or other legally protected characteristics or status, which could constitute sexual harassment.

X. REPORTS TO CAMPUS AND OFF-CAMPUS RESOURCES

A.

Offense Advocate without the permission of the party who has made the report to the Sexual Offense Advocate. The Sexual Offense Advocate can provide advice regarding options for reporting separately to the Title IX Coordinator, and of course, inquiries about this Policy can be made directly to the Title IX Coordinator.

The Sexual Offense Advocate can be reached 24 hours a day, seven days a week by mobile phone at 314-649-8474, through Public Safety at 314-247-430 or 314-968-6900, or during office hours in the Counseling and Life Development Office at 314-968-7030. International students and U.S. citizens living abroad to U.S. Campus: Phone: international access code +314-968-7030 or international access code +314-422-4651.

The Sexual Offense Advocate is designated by the University as a support and resource person for all students and employees who believe they have experienced sexual assault or a sexual offense regardless of whether such conduct occurred in the United States and even if such conduct would not qualify as sexual harassment as defined in this Policy. The Sexual Offense Advocate is available to assist campus community members with the following areas of concern:

1. The Sexual Offense Advocate has training in crisis intervention and support techniques, and provides emotional, medical, and/or judicial support either directly or through on- or off-campus at a udy ore0Tw 14.445 0 Td y aoc1 (h)1 ( ucl3

campus disciplinary procedures, preserving evidence, and filing criminal and/or civil charges.

It is especially important that someone experiencing sexual assault or some other form of sexual offense preserves any evidence that may assist in establishing the facts of the alleged offense that occurred so authorities and relevant administrators may appropriately investigate the report. Such evidence may include, but is not necessarily limited to, physical evidence or electronic or written communications. Parties may also obtain a confidential forensic examination by a Sexual Assault Nurse Examiner at S



including sexual assault, when that individual, in his/her professional capacity or within the scope of his/her employment, has knowledge of or observes a minor whom the individual knows or reasonably suspects has been the victim of child abuse or neglect, including sexual assault.

All University employees, whether designated as a mandatory reporter under state law or not, are required to immediately report any suspected child abuse and neglect to the Title IX Coordinator and the Director of Public Safety. The source of abuse does not need to be known in order to file a report.

The University will report all suspected child abuse and neglect, including sexual assault, to law enforcement as required by the state in question. The University must act quickly regarding all reasonable suspicions of sexual or physical abuse. It is not the responsibility of any employee, student, or volunteer to investigate suspected child abuse. This is the role of and law enforcement and other authorities. Timeliness of the reporting is critical.

E. Options for Seeking Confidential Resources. The University encourages individuals who experience sexual assault and offenses to talk to somebody about what happened—so they can get the support they need, and so the University can respond appropriately.

Different employees on campus have different abilities to maintain a party's confidentiality.

1. Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication." Professional, licensed counselors and pastoral counselors who provide mental health counseling to members of the University community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator without the permission of the party who has made a report to a counselor.

The following is the contact information for these individuals:

Samantha Sasek, Assistant Director of Counseling/Life Development  
Sexual Offense Advocate

314-246-7009 or mobile: 314-649-8474 (24 hours)

[samanthasasek@webster.edu](mailto:samanthasasek@webster.edu)

Patrick Stack, Director of Counseling

314-968-7030

[stackpa@webster.edu](mailto:stackpa@webster.edu)

International students and U.S. citizens living abroad to U.S. Campus:  
Phone: international access code +314-968-7030 or international access code +314-422-4651.

2. A party who speaks to a professional or non-professional counselor or advocate of the Office of Counseling must understand that, if the party who has made the report to a counselor does not permit the professional or non-professional counselor to report the incident to a Title IX Coordinator (and the



any employee to make an intentionally, materially false statement in any grievance procedure or

## APPENDIX A: SEXUAL ASSAULT PREVENTION AND EDUCATION RESOURCES

Multiple resources are made available to reporting parties and victims of sexual assault, either directly through the University or through various community resources. Below are some of those resources. Upon request, the Title IX Coordinator will also provide written notification of such resources available to students and employees.

### Legal Assistance

Legal Services of Eastern Missouri represents people in orders of protection, divorce, custody, and paternity cases. Since 1956, LSEM has provided free legal help for more than one million low-income individuals/families with civil issues impacting housing, family law, public benefits, consumer fraud, healthcare, children's welfare, special education and relief from domestic violence. Call 314-534-4200.

### Financial Aid

Financial Help for Women in Abusive Relationships: Mustering the courage to leave an abusive relationship is a process in itself. Overcoming the final barriers emotional and logistical — to actually leaving is still a major step. Planning and preparing can be antidotes to fear, but even if you have to leave suddenly, there are ways to make the departure less wrenching. <https://www.moneygeek.com/financial-planning/resources/financial-help-women-abusive-relationships/>

Managing money is not easy, especially when women of all ages and backgrounds juggle multiple priorities. Annuity.org offers professional insight from experienced financial experts on a variety of financial topics to help you make smart decisions about your money. <https://www.annuity.org/financialliteracy/women/>

### Visa and Immigration Services

The International Institute of St. Louis (IISTL) is St. Louis's community immigrant service and information hub. Their programs and services for immigrants, their families, and the wider community are locally and nationally acclaimed. IISTL connects newcomers with first-touch services and resources, engage foreign-born and the wider community, and build a more inclusive community. <https://www.iistl.org/>

Immigration Help's mission is to help immigrants find freedom, opportunity, and love in the

## The Wellness Center

Any professional counselors working in the Wellness Center must attend an approved program on the counseling of sexual offense reporting parties.

## Employee Resources

Prudential's Employee Assistance program, offered by ComPsych, helps you and your family cope with life, from the everyday to the unexpected. Whether managing everyday issues such as job pressures, relationships, retirement planning, or finding childcare, or faced with grief, loss, or the impact of a disability, ComPsych is your resource for professional support. You and your family, including spouse and dependents, have access to ComPsych at no additional cost to you as long as your employer offers a cover

Safe Connections  
<https://safeconnections.org/>

