Fabian, Daniel <dfabian@richmond.edu> 8/21/15

to me, Maura

Whitney,

The other day we informed you that you are to have “no contact” with [redacted] As part of the “no contact” you will no longer have card access to [redacted] In light of recent events, we are escalating the "no contact" to include discussion (in any form) with all possible witnesses about the pending investigation.

You can produce a list of possible support witnesses and provide it directly to me, but you should not contact either your or [redacted] possible witnesses to discuss the investigation. I will reach out to each witness to ask their permission for further involvement in this case. By taking these steps, we are protecting the integrity of the process for both you and [redacted] and proceeding with a fair and impartial investigation.

In addition to our concern about the integrity of the process, we also want to remind you about the confidentiality request within our sexual misconduct policy:
Students involved in a sexual misconduct investigation are encouraged to respect the privacy of the complainant, the respondent, and any witnesses by maintaining appropriate confidentiality. However, students are permitted to share appropriate information with counselors, parents, advisors, or members of the deans’ offices.

I also would like to remind you of the universities Retaliation policy. “Retaliation is retribution in any form against an individual who reports, in good faith, an actual, potential, or suspected violation of applicable laws, regulations, or University policies, including the Sexual Misconduct Policy. This includes retribution or retaliation against third party witnesses aiding in the investigation of a sexual misconduct report. Retaliation is misconduct prohibited by the University. Retaliation is also prohibited by Title IX and the Campus Sexual Violence Elimination Act”.

Feel free to contact Westhampton College staff, as well as CAPS, if you are looking for support services.

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