

## REPORTING AN INCIDENT OF SEXUAL MISCONDUCT

### TO THE COLLEGE

Any student victim of sexual misconduct may report the incident directly to a RA, RD, academic advisor, coach, staff member or directly to the Office of Student Life. Every employee, with the exception of campus counselors and the chaplain, are mandated to report sexual misconduct incidents to the Title IX Coordinator. After a student reports an alleged sexual assault or sexual misconduct, the Title IX Coordinator with assistance from College officials, will provide a student with safety planning which can include the following if reasonably available:

1. Change of an on-campus student's housing to a different on-campus location
2. Transferring class sections when available
3. Assistance in exploring alternative housing, incompletes or withdrawal
4. Assistance with contacting the police.

### TO THE POLICE

Individuals are strongly encouraged to report all incidents to the police; however, it is the individual's decision whether or not to file a police report. If the individual wishes, the College will provide assistance in contacting the police. Individuals will have access to support and referral services on-campus regardless of whether or not she/he decides to report the incident to the police. Individuals are strongly encouraged to have both a medical exam to ensure their well-being and a rape kit collected in order to gather forensic evidence (if appropriate). When relevant, victims of sexual offenses have the right to seek an order of protection, no contact order, restraining order, or similar lawful order issued by a criminal, civil, or tribal court or enforce an order already in existence. The College will enforce any order of protection by informing staff of the protection order when received.

### CONTACT:

#### Erica Foss

Title IX Coordinator  
Cooper Hall  
titleix@sterling.edu  
620-278-4213

#### Becky Voth

Deputy Title IX Coordinator  
Kelsey Hall  
becky.voth@sterling.edu  
620-278-4220

#### Jason Briar

Vice President for Student Life  
Student Life Office  
jason.briar@sterling.edu  
620-278-4236

#### RD ON DUTY:

620-278-6218  
(available 24 hours a day, 7 days a week)

### CONFIDENTIAL CAMPUS SOURCES:

#### Loida Leone

Campus Counselor  
Student Life Office  
lleone@sterling.edu  
620-278-4202

#### Lydia Butner

Campus Counselor  
Student Life Office  
lydia.butner@sterling.edu  
Cell: 828-361-8851

#### Heather Oden

Sexual Assault Advocate  
Student Life Office  
heather.oden@sterling.edu  
620-278-4232

**Speak Up!  
See Something,  
Say Something.  
Take Action Today!**

## Title IX Education *and* Campus Resources



**FOR MORE INFORMATION:**  
[sterling.edu/student-life/resources](http://sterling.edu/student-life/resources)

**STERLING COLLEGE STANDS FUNDAMENTALLY OPPOSED TO ANY FORM OF SEXUAL HARASSMENT (WHICH INCLUDES GENDER DISCRIMINATION AND SEXUAL VIOLENCE) AND WILL DO ALL IN ITS POWER TO PROMOTE AN ENVIRONMENT THAT ALLOWS STUDENTS, FACULTY, AND STAFF TO BE FREE FROM THE INTIMIDATION AND COERCION THAT ACCOMPANIES SUCH ACTIONS.**

## **Harassment/Verbal Abuse/Abusive or Hostile Environment**

In accordance with Title IX and the principles of human dignity and intrinsic value as found in Biblical Scripture, Sterling College affirms that its students, faculty, and staff have the right to be free from harassment by any member of the College community. Sterling College does not tolerate communication or action of any kind, which is intended to denigrate, threaten or harm others because of their race, sex, religion, age, disability or national origin. All such incidents of harassment will be subject to appropriate disciplinary action.

Sterling College stands fundamentally opposed to any form of sexual harassment (which includes gender discrimination, sexual violence, sexual harassment, dating violence, and stalking) and will do all in its power to promote an environment that allows students, faculty, and staff to be free from the intimidation and coercion that accompanies such actions.

## **Sexual Harassment**

Sexual harassment is any behavior that is unwelcome or offensive, including physical contact, stalking, comments made in person, unwelcome texts, e-mails, social media posts, and other forms of electronic communication. Sexual harassment may be

disciplined when it takes the form of quid pro quo harassment, retaliatory harassment and/or creates a hostile environment.

### **A Hostile Environment is Created When Sexual Harassment is:**

- Sufficiently severe, or
- Persistent or pervasive, and
- Objectively offensive that it:
- Unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the college's educational and/or employment, social and/or residential programs.

### **Quid Pro Quo Harassment is:**

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature
- By a person having power or authority over another constitutes sexual harassment when
  - Submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual's education [or employment] progress, development, or performance.
  - This includes when submission to such conduct would be a condition for access to receiving the benefits of any educational [or employment] program.

## **Sexual Violence**

Sexual violence is a particularly severe form of prohibited sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity, because he or she is below the minimum age of consent in the applicable jurisdiction, or because of his or her incapacitation due to the use of drugs and/or alcohol. Other types of conduct may also constitute sexual violence.

## **Dating Violence**

Dating violence is another form of sexual harassment. This type of sexual harassment is much like domestic violence in that it occurs between people that have been in a social relationship of an intimate or romantic nature. If the relationship becomes abusive, this can be a form of dating violence.

## **Stalking**

Stalking occurs when someone targets another person causing that person to fear for their safety or suffer substantial emotional distress. Stalking requires a "course of conduct," meaning that there must be two or more acts over a period of time, however short, that evidence a continuity of purpose.

## **CONFIDENTIALITY OF INFORMATION**

Sterling College will make every effort reasonably possible to preserve the privacy of an individual who makes a report under this policy and to protect the confidentiality of the information reported, subject to the due process rights of an accused. SC has a legal duty to respond to the information reported. As required by law, all disclosures to any SC employee (except chaplain and campus counselor) of an on-campus act of sexual misconduct are tabulated for security reporting without personal identifying information.

## **PROHIBITION AGAINST RETALIATION**

All persons are absolutely prohibited from taking any retaliation action against any other member of the College community, including but not limited to, the complainant, respondent, or witnesses to an alleged incident of sexual misconduct. Any person engaging in any retaliatory action(s) will be subject to a separate complaint and appropriate sanctions for determined violations up to and including suspension from the College.