

Greensboro College Sexual Harassment Policy

If you or someone you know may have been a victim of sexual assault or any other type of sexual harassment prohibited under this policy, you are strongly encouraged to consult Appendix A of this policy and seek immediate assistance from one or more of the resources listed there.

Any reports of sexual harassment or any inquiries regarding the application of Title IX may be referred to Greensboro College’s Title IX Coordinator or to the U.S. Department of Education’s Office for Civil Rights (<http://www2.ed.gov/about/offices/list/ocr/index.html>).

Greensboro College Title IX Coordinator

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<https://www.greensboro.edu/sexual-misconduct/sexual-misconduct-form/>

The Title IX Coordinator reports directly to the President of Greensboro College.

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I. INTRODUCTION

A. Notice of Non-Discrimination

Greensboro College, in accordance with Federal Title IX regulations and our mission, does not discriminate on the basis of sex or gender in its programs, activities, admissions, and employment. Members of the Greensboro College community, guests and visitors have the right to be free from gender-based discrimination and sexual harassment of any kind expressly including stalking, sexual violence, dating violence, domestic violence, and retaliation. Greensboro College is committed to providing a safe and welcoming campus environment.

Greensboro College’s Equal Opportunity Policy, as published in the [Greensboro College Undergraduate and Graduate Academic Catalogs](#) and [Faculty and Staff Handbooks](#) states that Greensboro College does not discriminate on the basis of race, color, religion, national origin, gender, age, sexual orientation, socio-economic status, or against qualified handicapped persons, disabled veterans or veterans of the Vietnam era as identified and defined by law in the recruitment and employment of faculty and staff, and the operation of its programs. Greensboro Colleges is non-sectarian, open to all persons without restriction based on gender, race, religious preference, sexual orientation or socioeconomic status.

The College complies with the applicable nondiscrimination and affirmative action titles and sections of the Civil Rights Act of 1964, Federal Executive Order 11246, Educational Amendments of 1972, Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1972, the Age Discrimination in Employment Act of 1967, and the Age Discrimination Act of 1975 as well as all amendments thereto.

All members of the Greensboro College community, including students, faculty, guests, staff, and contract employees working at the college are expected to conduct themselves in a manner that does not discriminate or infringe upon the rights of others. Greensboro College adopts this policy to reaffirm the principles in our mission and to provide recourse for those individuals whose rights have been violated. This policy will not be used to restrict academic freedom or constitutionally protected free speech or expression. Incidents shared in the course of class discussion or other academic endeavors may or may not be subject to mandatory reporting. More information about mandatory reporting can be found in [section II.B.](#) of this policy. For more on Greensboro College’s Academic Freedom policy, please refer to the [Faculty Handbook](#).

B. Scope of the Policy

This policy addresses sexual harassment in the College’s education activities and programs, as required and defined by Title IX of the Education Amendments of 1972 and 34 C.F.R. 106.

This policy applies to alleged incidents of sexual harassment by a Greensboro College student or employee in the College’s education program or activities. For purposes of this policy, “education program or activity” means that the sexual harassment allegedly occurred at locations, events, or circumstances over which Greensboro College exercised substantial control over both the context of the incidents and the employee or student who allegedly engaged in the sexual harassment. “Education program or activity” includes any building owned or controlled by a student organization that is officially recognized by Greensboro College at the time of the incident.

C. Confidentiality

The College encourages anyone who experiences or witnesses sexual harassment to talk to someone about what happened – so the individuals involved can get the support they need, and so the College can respond appropriately. Employees on campus have different abilities to maintain confidentiality. Most employees are required to report all the details of an incident (including the identities of individuals involved) to the Title IX Coordinator. A report to these employees (called “responsible employees” and defined in [Appendix B](#)) constitutes a report to the College and obligates the College to take appropriate steps to address the situation generally based on the Complainant’s preferences for resolution.

Confidential resources at the college include counselors, health professionals, and clergy. For further information on their roles and responsibilities see section II. A.

This policy is intended to make individuals aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they experience or witness sexual harassment. The College encourages individuals to talk to someone in one or more of these groups which are identified in [Appendix A](#) or Section II below.

D. Definitions Applicable to this Policy

Terms used in this policy have the meanings set forth in [Appendix B](#) found at the end of this document.

Throughout the document, a “Complainant” is an alleged victim of sexual harassment and a “Respondent” is an individual who has been accused of committing sexual harassment.

E. Sexual Harassment

Sexual harassment is defined in accordance with Title IX as one (or more) of the following:

- A school employee conditioning the provision of aid, benefits, or services on an individual’s participation in unwelcome sexual conduct, commonly known as quid pro quo;
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College’s education program or activity; or
- Sexual assault (as defined in the Clery Act) or dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act).

F. Retaliation

Retaliation against any individual who raises an allegation of sexual harassment, cooperates in an investigation, or opposes discriminatory practices is strictly prohibited. Reports of retaliation will be addressed through this policy and/or other College disciplinary procedures. The College takes retaliation seriously, and any individual who feels that he or she has been subjected to retaliation should make a report to the Title IX Coordinator. A definition of retaliation can be found in [Appendix B](#) of this policy and sanctions for retaliation can be found in [Appendix E](#) of this policy.

G. Providing False Information

The College takes validity of information very seriously, as a charge of sexual harassment may have severe consequences. A Complainant or other individual who makes a report that is later found to have been intentionally false or made maliciously without regard for the truth may be subject to disciplinary sanctions (see [Appendix E](#)). This provision does not apply to reports made in good faith, even if the facts alleged in the report are not substantiated by an investigation.

Similarly, a Complainant or witness who is later proven to have intentionally given false information during the course of an investigation or judicial action may be subject to disciplinary sanction (see [Appendix E](#)).

II. CONFIDENTIALITY AND TYPES OF REPORTS

On campus individuals have different reporting responsibilities, and different abilities to maintain confidentiality, depending on their role at the College. When consulting campus resources, individuals should be aware of confidentiality and mandatory reporting in order to make informed choices. An outline of confidentiality and reporting obligations are below.

A. Confidential Reporting – Professional Counselors, Clergy, and Campus Health Services

Professional, licensed counselors, and pastoral counselors who provide mental-health counseling to members of the college 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 of sexual harassment

to the Title IX Coordinator without a Complainant's permission. On-campus student Health workers are also not required to report any information about incidents of sexual harassment.

If an individual desires that details of the incident be kept confidential, he/she should speak with the on-campus counselor, clergy, campus health services, or off-campus rape crisis resources, who will maintain confidentiality. A Complainant can seek assistance and support from these individuals without triggering a College investigation. These individuals are also available at any point in the process and can provide both initial and ongoing support as needed.

All campus confidential resources are available free of charge and are listed below:

Campus Counseling Services; 325 Main Building - (336) 272-7102, ext. 5224
Campus Health Services; Greensboro Hall - (336) 272-7102, ext. 5277
Campus Minister; Campbell Center- (336) 272-7102 ext. 5597

If you prefer to seek confidential counseling and support off-campus, the following community resource is available:

Family Service of the Piedmont, Inc. - (336) 387-6161
315 E. Washington Street, Greensboro, NC 27401
24-hour crisis lines: Greensboro - (335) 273-7273; High Point - (336) 889-7273

Family Justice Center -(336) 641-SAFE (7233) Main
201 S. Greene St., 2nd Floor
Greensboro, NC 27401

A Complainant who speaks confidentially to a counselor, health services professional, or clergy member must understand that, if the Complainant wants to maintain that confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator. Even so, these resources can still assist the Complainant in receiving other necessary protection and support, to the extent possible while still keeping confidentiality. A Complainant who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors, clergy, and health professionals will provide the Complainant with assistance if the Complainant wishes to make a report.

In rare cases, even these confidential resources have a legal obligation to reveal information about an incident if there is a threat of serious harm to the individual being served or others, if there is suspected abuse or neglect of a minor involved, or if they are court ordered to release information.

B. Non-Confidential Reporting – Responsible Employees

All Greensboro College employees, other than those listed above who are designated as confidential resources, are considered "responsible employees." Responsible employees have a duty to report

incidents of sexual harassment to the Title IX Coordinator. These reports should include all relevant details that are known about the alleged sexual harassment, including the names of the persons involved, any witnesses, and any other relevant facts such as the date, time, and location of the alleged incident. Responsible employees at the College include faculty, staff, and student workers—such as Resident Advisors, Residence Hall Directors, coaches, trainers, advisors, student development personnel, and many others. Responsible employees who neglect their obligation to report may put the campus community at risk and may be subject to disciplinary measures as described in the Faculty and/or Staff handbooks. A responsible employee is obligated to report the incident to the Title IX Coordinator within 24 hours of learning of it. The Title IX Coordinator may be contacted at any time via email (titleix@greensboro.edu) or from 8:30 a.m. to 5:00 p.m. at 336-272-7102 ext. 5496. There is also an online form for reporting incidents [here](#). Once a report is received the Title IX Coordinator will then follow-up with the Complainant to determine a.) if the incident is potentially a policy violation b.) review support options available and c.) discuss the Complainant's preference for resolution ([see section II. C. below](#)). The responsible employee does not need to determine if, in fact, a violation of the policy has occurred in order to make a report.

Incidents of sexual harassment that are shared as part of a class discussion or other academic endeavor, must be reported to the Title IX Coordinator by responsible employees if there is enough information given to determine that the incident occurred while the student was enrolled at Greensboro College or if the incident was allegedly perpetrated by a Greensboro College student or employee. Responsible employees should use discretion in determining whether the incident needs to be reported and should generally report if there is question about whether the incident is covered by this policy.

If the incident does not rise to the level of a Title IX violation, but still may require action, the Title IX coordinator will refer the matter to the Dean of Students or the Human Resources Director for further investigation and/or disciplinary action following the procedures in the Student Code of Conduct or Staff or Faculty Handbooks.

Responsible employees should not share information about the alleged sexual harassment except with those involved in handling the College's response to a report.

Employees who are contracted to provide services on campus but are not Greensboro College employees (Sodexo, SSC Serve, etc.) including cafeteria, janitorial, and maintenance staff are not responsible employees. Individuals should clarify whether the person to whom they are speaking has a duty to report or an ability to maintain confidentiality before discussing an incident.

All College employees who are involved in the College's Title IX response receive specific training and guidance about safeguarding private information. However, only the members of the campus community specifically listed as confidential resources can keep information completely confidential. When a report is made to the Title IX Coordinator, it does not mean an individual's report will not be kept private, but it does mean that certain information will be shared as necessary to investigate and respond appropriately to that report. The circle of people with whom information is shared will be kept as tight as practicable to preserve an individual's rights and privacy.

All College proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX, Violence Against Women Act (VAWA), state and local law, and College policy. No information shall be released from such proceedings except as required or permitted by law and College policy.

C. Requests for Privacy

If a Complainant discloses an incident to a responsible employee but wishes for that report to remain private or requests that no investigation into a particular incident be conducted or disciplinary action taken, the Complainant must understand that the employee still has an obligation to report that incident to the Title IX Coordinator. Once the incident is reported to the Title IX Coordinator, the College must weigh the request for privacy against the College's obligation to provide a safe, non-discriminatory environment for all individuals, including the Complainant. If the College honors the request for privacy, the Complainant must understand that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the Respondent will be limited. Requests for privacy may also limit the types of supportive measures that the College can provide for the Complainant depending on the amount of privacy requested.

Although rare, there are times when the College may not be able to honor a Complainant's request for privacy in order to provide a safe, non-discriminatory environment for all individuals.

When weighing a Complainant's request for privacy or request that no investigation or disciplinary action be pursued, the Title IX Coordinator, in consultation with other administrators as necessary, will consider a range of factors to determine if the behavior is creating a hostile environment, including but not limited to the following:

- The increased risk that the Respondent will commit additional acts of sexual harassment or other violence, such as:
 - if there have been other sexual harassment complaints about the same Respondent;
 - if the Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - if the Respondent threatened further sexual harassment or other violence against the Complainant or others;
 - if the sexual harassment was committed by multiple Respondents;
- if the sexual harassment was carried out with a weapon;
- if the Complainant is a minor (See the College Policy on Minors);
- if the College possesses means other than interviews to obtain relevant evidence of the sexual harassment (e.g., security cameras or personnel, physical evidence);
- if the Complainant's report reveals a pattern of behavior (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the College to investigate and, if appropriate, pursue disciplinary action. If none of these factors are present, the College will likely respect the Complainant's request for not moving forward with a formal complaint process.

If the College determines that it cannot maintain a Complainant's request for privacy, the Title IX Coordinator will inform the Complainant prior to referring the matter for investigation and will, to the greatest extent possible, only share information with people responsible for handling the College's response. The College will remain mindful of the Complainant's and the Respondent's well-being, and will take ongoing steps to protect them both from retaliation or harm. The College may provide additional assistance including but not limited to:

- assist the Complainant and the Respondent in accessing available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus;
- provide other security and support, which could include helping arrange a change of living or working arrangements or course schedules or adjustments for assignments or tests (whenever practicable under the circumstances, the College will seek to minimize the burden on the Complainant to effectuate an adequate remedy while also ensuring the supportive measures do not have a punitive effect on the Respondent at this stage in the process);
- inform the Complainant of the right to report a crime to local law enforcement – and provide the Complainant with assistance if the Complainant wishes to do so.

Because the College is under a continuing obligation to address the issue of sexual harassment campus-wide, reports of sexual harassment (including non-identifying reports) may also prompt the College to consider broader remedial action – such as increased monitoring, supervision, or security at locations where the reported sexual harassment occurred; increased education and prevention efforts, perhaps to targeted population groups; conducting climate surveys; and/or revisiting its policies and practices.

D. Exemptions to Mandatory Reporting

Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs” or other forums in which students disclose incidents of sexual violence, are not considered notice to the College of sexual harassment for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts, and the College will provide information about students' Title IX rights at these events.

III. HOW AND WHERE TO REPORT ALLEGED SEXUAL HARASSMENT

Any person who considers himself or herself to have been the victim of sexual harassment or who has witnessed or is aware of an incident of sexual harassment is strongly encouraged to consult [Appendix A](#) of this policy and seek immediate assistance from one or more of the resources listed there.

Greensboro College students, faculty, staff, or bystanders who believe they have experienced or witnessed or are aware of an incident of sexual harassment covered by this policy may request information or advice from the Title IX Coordinator, including whether the conduct violates this policy, how to access resources or supportive measures, or how to file a formal complaint. Individuals are encouraged to share concerns with the Title IX Coordinator directly, but may also contact a responsible

employee of the College who will refer the matter to the Title IX Coordinator in a timely manner. The College encourages everyone in the campus community to come forward if they experience or witness a violation of this policy.

Sexual harassment may in some instances constitute both a violation of College policy and/or criminal activity, and because the College grievance process is not a substitute for instituting legal action, the College encourages individuals to report alleged sexual harassment promptly to campus officials and to law enforcement authorities where appropriate.

A. Reporting as a Third Party or Bystander

Anyone may make a report of sexual harassment to the Title IX Coordinator, including third parties or bystanders who witnessed or know of an incident that occurred. Anyone needing immediate assistance or witnessing a sexual assault or other violent crime is encouraged to call the Police at 911 or Campus Safety and Security at 336-312-9911 24 hours a day.

An individual may report the incident to the College without disclosing or identifying the parties involved. The College's ability to respond or take further action may be limited by what information is available about the incident or the individuals involved.

Although the College encourages individuals to talk directly to someone on campus, the College also provides a reporting number that accepts messages from those wishing to report anonymously. That number is 336-217-7259. Reports made to this phone line do not have to include any identifying information, but will be submitted to the Title IX Coordinator.

B. Reporting to Law Enforcement

The College encourages individuals to report incidents of sexual violence or other potential criminal conduct to local law enforcement. At any time, individuals can contact the local police directly. Campus Safety and Security can also assist a Complainant with contacting the police department or law enforcement agency in the correct jurisdiction if requested. Individuals can also use 911 to report an emergency. Additional emergency resources are located in [Appendix A](#) of this policy.

Individuals may inform law enforcement authorities about sexual harassment and discuss the matter with a law enforcement officer without making a formal criminal complaint or a complaint to the College. Individuals who make a criminal complaint may also choose to pursue a complaint with the College simultaneously. Filing a criminal complaint does not automatically ensure that the College is notified of the incident.

All adults are required by law to report incidents of sexually violent offenses against a minor, violent offenses against a minor, or misdemeanor child abuse, to law enforcement (See Policy on Minors). Individuals are not obligated to report alleged sexual harassment against adults (over the age of 18) to law enforcement. The College supports the individual's decision with respect to reporting; however, the College may notify appropriate law enforcement authorities if required or warranted by nature of the allegations.

Reports made to Campus Safety and Security will be communicated to the College's Title IX Coordinator, who will conduct a preliminary assessment that may result in a formal investigation.

C. Reporting to Title IX Coordinator or Other College Administration

Complainants are encouraged to speak directly to the Title IX Coordinator to make formal complaints of incidents suspected to be violations of this policy. If an individual chooses to speak to another college employee, under the responsible employee obligation, that employee will make a report to the Title IX Coordinator who will then follow-up with the Complainant to determine if he/she would like to make a formal complaint and make the Complainant aware of supportive measures available from the college.

The Title IX Coordinator oversees all investigation and resolution of all sexual harassment covered by this policy and reports directly to the President. A Title IX Coordinator's core responsibilities include overseeing the school's response to reports of sexual harassment policy violations and identifying and addressing any patterns or systemic problems revealed by such reports. To discuss any aspect of the policy individuals should contact:

Emily Scott
Greensboro College
Title IX Coordinator
231 Main Building
Greensboro, NC 27401
titleix@greensboro.edu
336-272-7102 ext. 5496

Upon receiving a report of sexual harassment, the Title IX Coordinator in cooperation with other administrators will offer appropriate resources to support the parties involved (for example medical care, counseling resources, safe housing) and will conduct an initial assessment. The initial assessment will include the nature of the report, the safety of the parties and campus community, the Complainant's expressed preference for resolution, and the necessity for supportive measures. Following the initial assessment, the Title IX Coordinator may

- take no further action (1) if the Complainant requests as long as doing so does not preclude the College from preventing harassment of other students or (2) if the conduct does not rise to the level of a policy violation;
- accept a formal complaint from the Complainant and begin the investigation and adjudication process; or
- refer the matter to the Dean of Students or Human Resources Director for handling under their respective policies.

During this time, resources may be made available for both the Complainant and Respondent to provide guidance and support throughout the resolution of the matter.

The College encourages and will assist individuals in seeking assistance from a medical provider or crisis response services immediately after an incident of sexual violence or interpersonal violence. This provides the opportunity to address physical well-being or health concerns, preserve any available

evidence, and begin a timely investigation and response. The Complainant may choose to terminate these processes at any time, as long as such termination does not preclude the College from preventing harassment of other students. Counseling and crisis response are also available on and off campus as outlined in [Appendix A](#) of this policy.

The following individuals at the College are frequently involved in responding to reports of sexual harassment and may be contacted for assistance:

- Title IX Coordinator (336) 272-7102 ext. 5496
- Campus Safety and Security (336)-312-9911 (emergency)
- Counselor (confidential) (336) 272-7102 ext. 5224
- Director of Student Health (confidential) (336) 272-7102 ext. 5277
- Dean of Students (336) 272-7102 ext. 5548
- Director of Human Resource (336) 272 – 7102 ext. 5204

D. Reporting to Other College Faculty and Staff

When a report is made to another College faculty or staff member who is not a confidential resource, he/she is required under the responsible employee obligation (see II.B. above) to notify the Title IX Coordinator of the report in a timely manner. Responsible employees include student workers, such as Resident Advisors and Residence Hall Directors. Responsible employees will also provide information to the Complainant about where to go for additional resources or support. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will be asked whether the Complainant requested privacy or indicated a preference about filing a formal complaint. The Title IX Coordinator is responsible for following up with the Complainant and, if the Complainant does not wish to file a formal complaint, making a determination about whether a formal complaint needs to be filed in order to ensure that the College is not deliberately indifferent to sexual harassment on campus.

E. Clery Act Reporting

Under the federal Clery Act, incidents of sexual harassment must be documented by Campus Safety and Security for statistical reporting purposes. These reports do not include any personally identifiable information but do include information regarding the type of incident and its general location (on-campus, off-campus, or in the surrounding area, but no addresses are given). This report helps to provide the campus community with a clear picture of the extent and nature of campus crime and to ensure greater campus safety for everyone.

Individuals reporting sexual harassment should also be aware that, under the Clery Act, College administrators must issue timely warnings for incidents that pose a substantial threat to members of the campus community. A timely warning is a public notice to the campus community about an active safety concern. The college will make every effort to ensure that no identifying information is disclosed while still providing enough information for community members to take appropriate protective measures.

IV. AFTER A REPORT IS MADE: PROCEDURES AND PROTOCOLS

A. Overview

1. Oversight

The College expects all reports of sexual harassment to be referred to the Title IX Coordinator who ensures consistent application of the policy to all individuals and allows the College to respond promptly and equitably. Members of an interdepartmental team including the Title IX Coordinator, Title IX Investigator, the Campus Safety and Security Office, and the Dean of Students, may assist in seeing a complaint to resolution. Depending on the relationship of the Complainant and the Respondent to the College (student, staff, faculty, or other) and the nature of the report, additional team members may be asked to assist including but not limited to Director of Human Resource and Dean of Faculty.

2. Conflicts

If any administrator or employee designated by this policy to participate in the Investigation or resolution of a complaint is a party, then the President or Title IX Coordinator will appoint another College administrator to perform such person's duties under this policy. Administrators or employees of the College may also be excused from participating in the investigation or resolution of a complaint if they are deemed by the Title IX Coordinator to have a bias or conflict due to their relationship with a Respondent or Complainant or for any other reason.

3. Personal Advisors

Both the Complainant and the Respondent may bring a Personal Advisor to any interview or meeting. Personal Advisors may include a parent, a friend, a faculty member, a staff member, an attorney, or another individual chosen by the Complainant or Respondent. The personal advisor cannot be an individual that has any first-hand personal knowledge about the alleged incident (for example, the Personal Advisor cannot also be a witness). The role of the personal advisor is to advise the Complainant or Respondent, not to speak for the Complainant or Respondent at meetings or interviews. The personal advisor will be asked to leave a meeting or interview if the adviser does not respect the rule that he or she may not speak for the Complainant or Respondent. However, during a live hearing, the Personal Advisor may cross examine the parties and any witnesses relevant questions and follow-up questions, including those challenging credibility. If a party does not have a Personal Advisor, the college will provide them with one for the hearing process. A Personal Advisor must maintain complete confidentiality regarding any and all communications exchanged pursuant to this policy.

4. Timeline

The College seeks to resolve all complaints of sexual harassment in a timely manner. Circumstances may arise that require delay to resolution. Such circumstances may include the complexity of the allegations, the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation, any intervening school break or vacation, or other unforeseen circumstances.

In the event that the investigation and resolution are delayed the College will notify all parties of the reason for the delay and the expected adjustment in timeline. At the request of law enforcement, the College may agree to defer an investigation until after the initial stages of a criminal investigation. The

College will still communicate with the Complainant regarding his/her rights, procedural options, and the implementation of supportive measures to ensure safety and well-being. The College will promptly resume its investigation as soon as law enforcement has completed its initial investigation.

The College does not limit the timeframe for reporting by a Complainant. If new germane evidence is discovered regarding a resolved report by either party after the time period for appeals has expired, the Title IX Coordinator may re-open an old investigation based on the new evidence if the evidence is of such a nature that the finding or sanction may have been different. If the Respondent is no longer a student or employee, the College may not be able to take disciplinary action against the Respondent, but it will still seek to meet its Title IX obligation by taking steps to assess the hostile environment created by the incident, prevent its recurrence, and address its effects. Complainants and third party witnesses are encouraged to report sexual harassment as soon as possible in order to maximize the College's ability to respond promptly and effectively.

5. Supportive Measures

In every report of sexual harassment, the Title IX Coordinator or designee, will make an immediate assessment of any risk of harm to individuals or to the campus community and will take steps necessary to address those risks. The Title IX Coordinator may consult other college employees to assist in this process while maintaining the privacy of the individuals involved. These steps may include supportive measures to provide for the safety of the individual and the campus community.

Supportive measures may include, but are not limited to: access to counseling, no-contact agreements, limitations on communications between the parties, housing reassignment, limiting access to certain areas of campus, altering work and academic schedules, access to academic support, providing an escort on campus, increased monitoring of certain areas of campus, or voluntary separation while an investigation is being conducted. Supportive measures will be offered to both a Complainant and Respondent as appropriate. Supportive measures do not include any measure that is punitive in nature.

Supportive measures are designed to support and protect the Complainant, the Respondent, and/or the College community and may be considered or implemented at any time, even when no formal complaint is pursued. A timely warning as described in Section III.D. above may also be issued if there are concerns about the safety of the campus community.

The Title IX Coordinator may also take steps to limit the effects of the alleged sexual harassment and prevent its recurrence without initiating formal action against any one individual or revealing the identity of the Complainant. Examples include: providing increased monitoring, supervision, or security at locations or activities where the harassment occurred; providing training and education materials for students and employees; revising and publicizing the school's policies on sexual harassment; and conducting climate surveys regarding sexual harassment.

6. Emergency Removal

Faculty or staff Respondents may be placed on leave or suspended if deemed appropriate by the College under the circumstances.

For student Respondents, if evidence exists that the Respondent represents a threat to individuals on campus, there may be an emergency removal from any aspect of college life including but not limited to – removal from class or campus activity, no contact orders, up to suspension from campus. If a Respondent wishes to appeal an emergency removal of any type they may appeal the decision in writing within 3 days of the notification of the removal to the Chief of Security. The Chief of Security will determine based on the evidence and the Respondent’s argument if the emergency removal can stand.

B. Initial Review of the Report

Upon receiving a report of sexual harassment, the Title IX Coordinator, or a college official designated by the Title IX Coordinator, will meet with the Complainant to gather information and provide resources.

1. Complainant’s Initial Meeting with the Title IX Coordinator

Once a report is received, the Title IX Coordinator, or a college official designated by the Title IX Coordinator, will contact the Complainant to set a meeting and notify the Complainant of his or her right to bring a personal advisor to the meeting. The purpose of this initial meeting will be to gather additional information, including what remedy or relief he or she seeks. In this initial review, the Title IX Coordinator will, as applicable:

- provide the Complainant with a copy of the Policy;
- provide the Complainant with a copy of the protections provided by Greensboro College (See [Appendix D](#));
- provide the Complainant with an explanation of the procedural options;
- notify the Complainant of the right to contact law enforcement and seek medical treatment;
- address immediate physical safety and emotional well-being of the Complainant;
- assess the nature and circumstances of the allegation;
- notify the Complainant of the importance of preservation of evidence;
- assess the need for a timely warning under the Clery Act;
- provide the Complainant with information about on- and off-campus resources (See [Appendix A](#));
- notify the Complainant of the range of supportive measures available;
- notify the Complainant of his/her right to have a Personal Advisor present at all meetings; if they do not have a Personal Advisor for a hearing, the college will provide one for them;
- address confidentiality and privacy concerns;
- discuss the Complainant’s expressed preference for the manner of resolution and any barriers to proceeding;
- provide the Complainant with a Sexual Harassment Incident Form (See [appendix C](#)) and determine whether the Complainant wishes to file a formal complaint and participate in the College’s investigation and resolution of the complaint; and
- share the College’s policy prohibiting retaliation.

Depending on the circumstances and requested resolution, the Respondent may or may not be notified of the report.

2. Respondent's Initial Meeting with the Title IX Coordinator

If deemed necessary, the Title IX Coordinator or their designee will contact the Respondent to schedule an initial meeting and notify the Respondent of his or her right to have a personal advisor present at the initial meeting. At this initial meeting, the Title IX coordinator, will:

- provide the Respondent with a copy of the Policy;
- provide the Respondent with a copy of the protections provided by Greensboro College (See [Appendix D](#));
- provide the Respondent with an explanation of the procedural options;
- notify the Respondent of the right to contact law enforcement and seek medical treatment;
- address immediate physical safety and emotional well-being of the Respondent;
- notify the Respondent of the importance of preservation of evidence;
- assess the need for a timely warning under the Clery Act;
- provide the Respondent with information about on- and off-campus resources (See [Appendix A](#));
- notify the Respondent of the range of supportive measures available;
- notify the Respondent of his/her right to have a Personal Advisor present at all meetings; if they do not have a Personal Advisor for a hearing, the college will provide one for them;
- address confidentiality and privacy concerns;
- discuss the Respondent's expressed preference for the manner of resolution and any barriers to proceeding;
- share the College's policy prohibiting retaliation.

The Title IX Coordinator will document each report or request for assistance in resolving cases of alleged sexual harassment, and will review and retain copies of all reports generated as a result of investigations. These records will be kept confidential to the extent permitted by law.

C. Investigation of Formal Complaints

The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the investigation and grievance process described in this policy.

1. Initial Determination

If the Complainant wishes to pursue a formal complaint or if the Title IX Coordinator decides to file a formal complaint, the first step will be to evaluate the formal complaint to determine whether the allegations, if true, would constitute a violation of this policy. The allegations in the formal complaint must (1) constitute sexual harassment (as that term is defined by this policy), (2) occur in the College's education program or activity, and (3) occur against a person in the United States. If the complaint must be dismissed, the Title IX Coordinator may refer the matter to the Dean of Students or HR Director to be addressed through other policies. If the formal complaint is dismissed the Title IX Coordinator must send notice to the Complainant and the Respondent if the Respondent was notified of the complaint as well.

Note: The Title IX Coordinator may, at any point in the process, choose to dismiss the formal complaint if the Complainant notifies the Title IX Coordinator that he or she would like to withdraw the formal complaint or any allegations therein; the Respondent is no longer enrolled or employed by the College; or specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. If the Title IX Coordinator chooses to dismiss the formal complaint under this section, the Title IX Coordinator will promptly send written notice to the Complainant and the Respondent if the Respondent was notified of the complaint as well.

If the formal complaint is dismissed at any point, the Complainant may request reconsideration if there is substantive and relevant new information that was not available and that may change the outcome of the initial decision. Any such request must be made in writing and submitted to the Title IX Coordinator within three (3) business days of the initial determination. The Title IX Coordinator will promptly inform the other party of the appeal. The appeal will be heard by an Appeals Officer as discussed below in section V. E. of this policy. The college may still address sexual harassment affecting students or employees falling outside Title IX jurisdiction, including providing supportive measures and pursuing investigative and discipline processes outlined in the Student Code of Conduct or the Staff or Faculty Handbook. The Title IX Coordinator may refer the Complainant to the Dean of Students or Human Resource Director so they may advise them on these policies.

2. Notice of Investigation

The Title IX Coordinator will send the Complainant and the Respondent a written Notice of Investigation, which constitutes the formal initiation of the investigation. The Notice of Investigation will contain the following:

- Notice of the allegations potentially constituting sexual harassment, including the identities of the Complainant and Respondent involved in the incident, if known, the alleged conduct, and the date and location of the alleged incident, if known.
- A statement that the Respondent is presumed not responsible for the alleged conduct
- A statement that a determination regarding responsibility is made at the conclusion of the grievance process
- A statement that they may have an advisor of their choice, who may be, but is not required to be, an attorney
- Notice that they may inspect and review evidence
- A statement of the College's prohibition on knowingly making false statements or knowingly submitting false information during the grievance process.

Upon receipt of the Notice of Investigation, or at any stage in the process, the Respondent may choose to accept responsibility for the policy violation. Once the Notice of Investigation has been delivered to both parties, the investigation phase begins.

3. Title IX Investigator

When the initial determination is that a violation of this policy may have occurred, the College's Title IX Investigator will initiate an investigation and will seek to complete it within a reasonable time frame. This time frame may be extended depending on the complexity of the circumstances of each case.

The Title IX Investigator may be a Greensboro College employee or an external investigator specially trained to undertake a Title IX investigation. If the Title IX Investigator has a conflict of interest or is unable to perform the investigation, then the Title IX coordinator will engage an alternate investigator. The Title IX Investigator must have training or experience in handling complaints of sexual violence and in the school's grievance procedures.

4. Investigation Activities

The Title IX Investigator will conduct the investigation in a professional manner. The investigation will be thorough, impartial, and fair, and all individuals will be treated with appropriate sensitivity and respect. The Investigation will safeguard the privacy of the individuals involved in a manner consistent with federal law and College policy.

The Investigator will speak separately with the Complainant, the Respondent, and any other individuals with information relevant to the determination of responsibility. As part of the investigation, the Investigator may also gather or receive information that is relevant to the determination of an appropriate sanction or remedy, including information about the impact of the alleged incident.

As part of the investigation, the College will provide an opportunity for both parties to provide statements, lists of witnesses, and other evidence. However, the burden of gathering evidence and the burden of proof remains on the College and not the parties. The Title IX Investigator will conduct interviews based on the information provided and neither the Complainant nor the Respondent will be allowed to question the other party or any witnesses directly during the investigation. At any time during this investigation, if the Respondent voluntarily admits to the conduct alleged by the Complainant, the Investigator will inform the Complainant and the remaining focus of the investigation and report will be on sanctions.

The investigation may include the following:

a. Interviews

The Title IX Investigator will send written notice and conduct interviews with the Complainant, the Respondent, and any witnesses or individuals with pertinent information. The interviews may be recorded and will be summarized in written form by the Title IX Investigator. All interview participants will be reminded of their obligations not to retaliate against any individual for participating in a Title IX investigation.

b. Collection of Evidence

Interviews will be supplemented by the gathering of any physical, documentary, or other evidence, as appropriate and available. This may include visiting, inspecting, and taking photographs of relevant sites,

or gathering information from medical examinations or police reports if applicable and releases are granted from the parties.

Evidence may also include prior statements by the parties or witnesses, any communications between the parties, email messages, social media materials, text messages, and other records as appropriate and available. If the Complainant does not wish to share information or evidence as requested by the Investigator, the Complainant has a right to refuse but must understand that this may limit the College's ability to continue the investigation or respond effectively to the complaint.

c. Evidentiary review and Draft report

The Title IX Investigator will send the parties and their advisors evidence directly related to the allegations, in electronic format or hard copy with at least 10 days for the parties to inspect, review, and respond to the evidence gathered during the investigation. After this opportunity to respond to evidence, the Investigator will release his draft Investigative report.

The Investigator will send a draft of the Investigative Report that fairly summarizes relevant evidence in electronic format or hard copy to the parties and their advisors to review with at least 10 days for the parties to respond. After this review, only substantive and relevant new information not available at the time of the investigation will be considered by the Investigator or during any appeal of the findings.

d. Confidentiality of Investigation.

The investigation report and all evidence will remain confidential except as necessary to comply with Title IX. The Investigator will share the evidence and investigative report with the Complainant and Respondent, but will redact the names of student witnesses as necessary to comply with FERPA.

5. Investigation Procedures

a. Notice

Not less than two (2) days' notice of interviews and investigative meetings will be provided to the Complainant, Respondent, and any witnesses or other third parties whose information the Title IX Investigator deems relevant. The notice will include the date, time, and location of the meetings. These meetings or interviews may take place in person, by phone, through email exchanges, or by other means of technology, as deemed appropriate by the Title IX Investigator.

b. Failure to Cooperate

All community members, including students, faculty, other college employees (including contract employees), and guests are expected to cooperate during the investigation, as well as the adjudication, of any report to assure fairness of the process. The Title IX Investigator may request the appearance of individuals from the college community who can provide substantial, relevant evidence or information. Both a Complainant and Respondent may decline to participate in proceedings under the policy; if so, the Title IX Coordinator and Investigator will determine how to proceed to determine a resolution of the formal complaint. Declining to participate by either the Complainant or the Respondent or witnesses may have an impact on the investigative and procedural course and outcomes. If parties other than the Complainant fail to cooperate in the process, they may be subject to disciplinary action under policies

within the Faculty and Staff Handbooks or the Student Code of Conduct. Failure to cooperate is failure to attend meetings, interviews, or proceedings, whether they be in person, by phone, or by other electronic means. Refusing to answer a particular question does not constitute failure to cooperate. If a party or a witness fails to participate in the live hearing cross-examination process, any statements or evidence they provided must not be considered when the Decision Maker is determining if the policy was violated unless they can make an inference based solely on that individual's decision not to participate or the participants or witnesses' absence or refusal to appear.

c. Limited Amnesty

The College seeks to remove any barriers to reporting or cooperating with an investigation. The College will generally offer any individual, whether the Complainant or a third party, who reports sexual harassment limited amnesty from being charged for policy violations related to alcohol or other drugs, provided that any such violations did not and does not place the health and safety of any person at risk. The College may choose, however, to recommend educational or therapeutic remedies for those individuals if appropriate.

d. Evidence

The Complainant and the Respondent will have an equal opportunity to present evidence and information pertinent to the complaint. Legal rules of evidence do not apply during the College investigation or later at any appeal or hearing. The Title IX Investigator has the discretion to determine the relevance of any witness or other evidence, and may exclude information in preparing the investigation report if the information is irrelevant, immaterial, or more prejudicial than informative. The Title IX Investigator will not exclude direct observations or reasonable inferences drawn from the facts.

Statements of personal opinion or statements as to the general reputation for any character trait of an individual, known as character evidence, may also be excluded. Character evidence includes information that does not directly relate to the facts at issue, but instead, reflects upon the reputation, personality, qualities, or habits of an individual. In general, information regarding the character of the Complainant, the Respondent, or any witness is not relevant to the determination of whether there is a policy violation.

An individual's character or sexual reputation is not relevant and will not be considered as evidence. Similarly, an individual's prior or subsequent sexual activity is typically not relevant and will only be considered as evidence under limited circumstances. Those circumstances include:

- Evidence of specific instances of the Complainant's sexual behavior, if offered to prove that someone other than the Respondent was the source of the alleged sexual harassment;
- A prior report of a possible Title IX violation regardless of whether a formal complaint was filed or a finding of a Title IX policy violation by the Respondent for a similar act of prohibited conduct. In this case, relevance is presumed and the prior report or finding may be considered in making a determination as to responsibility and assigning sanctions.

- Where there was a prior or ongoing relationship between the Complainant and the Respondent, and the Respondent asserts that consent was sought and given. The prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties to establish the issue of consent; however, the mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent.

6. Investigative Report

At the conclusion of the investigation, the Investigator will complete his or her Investigative Report. The Investigative Report constitutes the Title IX Investigator's evidentiary summary and analysis. Both parties will be notified in writing (via email) that the Investigative Report is complete and upon issuance of the Investigative Report, the Complainant and Respondent will be sent a copy of Investigative Report and will have 10 days to respond.

Consistent with FERPA, the Investigative Report will not disclose the names of any student witnesses without their express consent to do so.

D. Hearing Procedures

The Decision Maker in the case will receive a copy of the Investigative Report including the parties' responses (if there are any) and will prepare to call a live hearing. The parties will be notified of the Decision Maker and hearing date ten (10) business days in advance of the hearing. The Decision Maker will render a decision in writing to both parties at the same time within twenty (20) business days of the completion of the hearing. This timeframe may be extended for good cause provided that both the delay and the reason for the delay are communicated to the parties in writing.

The hearing will take place in a closed session. The Decision Maker will solicit information from the Title IX Investigator, the Complainant, the Respondent, and any witnesses as appropriate to ensure a full assessment of the relevant facts. This information will be provided in the presence of both parties, unless a party waives their right to participate. After considering all of the relevant information, the Decision Maker will make a determination by the preponderance of the evidence standard whether a policy violation occurred. Preponderance of the evidence means that it is more likely than not that the conduct occurred.

1. Decision Makers

The Decision Maker will be asked by the Title IX Coordinator to review all relevant information gathered in the investigation. Any individual designated by the College as a Decision Maker to manage a hearing must be sufficiently trained or have experience to serve in this capacity. A College student may not serve as a Decision Maker. A Decision Maker may decline to participate on the basis of a conflict of interest, bias, or lack of impartiality. Both the Complainant and the Respondent have the ability to challenge a Decision Maker on the basis of a conflict of interest, bias, or lack of impartiality. The request must be submitted in writing or raised to the Title IX Coordinator and must clearly state the reasons why there may be bias, conflict of interest, or an inability to be fair and impartial. Failure to raise this concern at least five (5) business days prior to the hearing eliminates the possibility of appealing the outcome of the hearing based on the assertion that a Decision Maker had a conflict of interest, was biased, or lacked impartiality.

2. Pre-Hearing Meeting

If the Complainant or Respondent has procedural concerns about the hearing, they can request the Decision Maker call a pre-hearing meeting. At this time, the Decision Maker will meet with the Investigator and each party to resolve pre-hearing concerns. At this pre-hearing meeting, the Complainant and Respondent will each have the opportunity to address questions about the process.

3. Hearing Participation

During the hearing, the Complainant and the Respondent will be accompanied by a Personal Advisor. If either party does not have a Personal Advisor, the College will provide one for them. Upon request, a Complainant, Respondent, or witness may participate by videoconference from a different physical location or may request that a visual barrier be placed to limit the individual's exposure to other hearing participants. Questions directed to individuals during the hearing will be made through the Decision Maker or an Advisor. The Decision Maker will screen questions for relevance prior to a party responding and has the sole discretion to not allow a question or line of questioning. In all such instances, the Decision Maker may require measures to assure the integrity of the process. At no time will the Complainant or Respondent be allowed to question each other directly.

4. Hearing Format

The hearing is an opportunity for the parties to address the Decision Maker and for the Decision Maker to meet the parties and ask the parties' questions. The sequence of this hearing may be as follows:

- a. Investigation Summary: The Title IX Investigator assigned to the complaint will provide a brief summary of the allegations. Following the summary, the Decision Maker may ask questions to the Title IX Investigator. Complainant and Respondent may ask questions through their Advisor of the Title IX Investigator, which the Decision Maker may choose to rephrase or omit.
- b. Complainant's Case: Complainant has the option, but is not required, to provide a brief verbal or written opening statement setting forth the charges alleged. If the opening statement is written, their Advisor may read it out loud upon request by the Complainant. No questions may be asked during the opening statements. Following an opening statement, Complainant may present evidence; may request the Decision Maker call his/her witnesses; and may have his or her Advisor ask questions, which the Decision Maker may choose to rephrase or omit. The Respondent's Advisor may then choose to cross-examine Complainant and their witnesses and the Decision Maker may choose to rephrase or omit if deemed relevant and not redundant.
- c. Respondent's Case: Respondent has the option, but is not required, to provide a brief verbal or written opening statement setting forth Respondent's reply to the charges alleged. If the opening statement is written, the Respondent's Advisor may read it out loud upon request of the Respondent. No questions may be asked during the opening statements. Following the opening statement, Respondent may present evidence by being available for questioning by the Decision Maker; may request the Decision Maker call his/her witnesses; and his/her Advisor may question witnesses called, which the Decision Maker may choose to rephrase or omit. The Complainant's Advisor may then cross-examine Respondent and their witnesses and the Decision Maker may choose to rephrase or omit if deemed relevant and not redundant.
- d. Deliberations: Once the statements have been completed, the parties will be dismissed, and the Decision Maker will evaluate the evidence and decide, based on a preponderance of the evidence, whether the Respondent is responsible for violating the policy. Once the Decision

Maker has reached a decision, the parties will be notified simultaneously in writing of the decision and any sanctions.

5. Final Report and Sanctions

In no less than 20 days of the conclusion of a hearing, the Decision Maker will issue their final report and send the report to the parties via email. This final report will include: (A) Identification of the allegations potentially constituting sexual harassment; (B) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; (C) Findings of fact supporting the determination; (D) Conclusions regarding the application of this policy and the code of conduct to the facts; (E) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions or other remedies; and (F) The procedures and permissible bases for the Complainant and Respondent to appeal.

If the Decision Maker concludes that the Respondent violated the policy or if the Respondent admits to the allegations, the Decision Maker will include sanctions to be implemented by the College in the Final Report. Sanctions are dependent upon the nature and gravity of the harassment, any record of prior discipline, or both.

In determining the appropriate sanction, the Decision Maker will consider the following factors:

- the nature and violence of the conduct;
- the impact of the conduct on the Complainant;
- the impact of the conduct on the college and community;
- prior harassment or disciplinary history of the Respondent, both at the college or elsewhere, including criminal convictions;
- whether the Respondent has accepted responsibility for the conduct;
- maintenance of a safe and respectful environment conducive to learning;
- protection of the college community; and,
- any other mitigating, aggravating, or compelling circumstances to reach a just and appropriate resolution in each case.

This policy provides the Decision Maker with latitude to impose a variety of sanctions based on the type of offense, the impact of the harassment on the Complainant and the College community, and the accountability for the Respondent—in accordance with the guidelines set forth in [Appendix E](#) of this policy. For more information on the types of sanctions that may be imposed, refer to [Appendix E](#).

Both parties should recognize that sanctions are distinct from supportive measures. Supportive measures, such as housing reassignment, limiting access to certain areas of campus, or no-contact agreements (see IV.A.5. above), may be implemented at any time, even if a formal complaint is not pursued, and may be implemented in addition to any disciplinary sanctions that are imposed as the result of a formal complaint resolution.

Sanctions imposed are not effective until the resolution of any appeal period. However, if it is advisable in order to protect the welfare of the Complainant or the College community, the Decision Maker may determine that sanctions be effective immediately and continue in effect until such time as the appeal process is exhausted.

E. Resolution and Appeals Process

1. Appealing the Final Report

Where the Decision Maker determines that a Sexual Harassment Policy violation has occurred, both the Complainant and Respondent may:

- Accept the determination of the policy violation and recommended sanction;
- Request an appeal on the determination of policy violation and recommended sanction.

Where the Decision Maker determines that no Sexual Harassment Policy violation occurred, the Complainant may:

- Accept the determination that no policy violation occurred (on one or all of the alleged violations); or
- Request an appeal on the determination of policy violation (on one or all of the alleged violations).

Grounds for appeal include: (1) germane new evidence and/or witnesses not available at the time of the Investigation that could significantly impact the outcome, (2) procedural errors that could significantly impact the outcome, (3) insufficiency of the evidence to support the Investigator's findings. The Complainant and Respondent must communicate their chosen course of action to the Title IX Coordinator in writing (e.g., email, facsimile, letter) within five (5) business days of notification of the Final Report.

2. Appeals Process

If the Complainant or Respondent requests an appeal, the matter will be referred to an appeals officer for review and consideration. The parties will be notified of the appeal and the appeals officer immediately. Both parties will have three (3) days from the notice of appeal to submit a written statement in support of, or challenging, the outcome. The appeals officer will render a decision (including the rationale for that decision) in writing to both parties at the same time within ten (10) business days of receipt of the request for review. This timeframe may be extended for good cause provided that both the delay and the reason for the delay are communicated to the parties in writing.

After considering all of the relevant information, the appeals officer will make a determination by the preponderance of the evidence standard whether a policy violation occurred. Preponderance of the evidence means that it is more likely than not that the conduct occurred.

V. ALTERNATE ADJUDICATION PROCEDURES

A. Informal Resolution

Informal resolution is an alternative means to resolving a formal complaint. Rather than undertaking a full grievance process (investigation, hearing, and/or appeal), the parties may agree to hold a mediation to resolve the sexual harassment concerns raised in the formal complaint. Informal resolution is only available if a formal complaint is filed. Informal resolution is never available to resolve a formal complaint of sexual harassment by a College employee against a student.

Upon determination that an informal resolution is appropriate, the Title IX Coordinator may request separate meetings with the Respondent and Complainant to assess the desired outcomes for both parties. The Title IX Coordinator may also put into place appropriate supportive measures to protect the educational, living, and work environment of the Complainant or Respondent. Measures can include no-contact agreements, housing changes, academic schedule changes, or employment schedule changes. Other potential remedies include targeted or broad-based educational programming or training.

The Title IX Coordinator should provide information about the informal resolution process at the start of the formal complaint process. If either party requests an informal resolution, the Title IX Coordinator should provide to both the Complainant and Respondent notice that if the parties come to an informal resolution through this process, neither party may resume a formal complaint arising from the same allegations, that any party may withdraw from the informal resolution process at any time prior to agreeing to a resolution, and the records that could be maintained. Both the Complainant and Respondent must consent in writing to the informal resolution process.

At the end of the informal resolution process, both parties may or may not agree to certain accommodations, the Respondent may or may not acknowledge fault, and they agree not to pursue any further action. A Complainant or Respondent can request to end informal resolution at any time and request the College proceed with a formal complaint at that time. A request for informal resolution does not guarantee that there will not be a criminal investigation by law enforcement.

A matter will be deemed satisfactorily resolved through informal resolution when both parties expressly agree to an outcome that is also acceptable to the Title IX Coordinator. If the outcomes and terms of an information resolution can be agreed upon by all parties, the Title IX Coordinator will have the parties sign written documentation outlining the terms of the resolution.

VI. PREVENTION, TRAINING AND EDUCATION

It is the policy of the College to provide educational training and prevention programs regarding sexual harassment. Educational training includes definitions related to consent, sexual assault, sexual harassment, dating/domestic violence, and other relevant terms, in addition to the rights and responsibilities of those impacted by such events. Prevention programs are focused primarily on bystander intervention as a means of preventing sexual harassment before it occurs, as well as

educating individuals on ways to stay safe. Students and employees are also given information specific to reporting and the expectations set forth in Greensboro College's Sexual Harassment Policy regarding what the institution considers inappropriate behavior; however, it is still up to each individual to be familiar with this policy and to abide by the standards of behavior established in it. As such, ignorance of this policy will not be an acceptable excuse for violations of the policy.

Sexual harassment prevention training is required for all new incoming students and all new employees of the College. Students will be notified of this training during the orientation process. The first phase of training for students involves an online training program that must be completed prior to check-in. The second phase of training for students involves an in-person, bystander intervention focused training that is given upon arrival during new student orientation. New employees will be notified of the training by Human Resources as part of the hiring process and are expected to complete an online training program within the first thirty (30) days of employment. Employees will also be notified of their "responsible employee" status at the time of employment. Ongoing training and prevention programs are also provided on a regular basis for students and employees of the College through various events, programs, and awareness campaigns. All College personnel who are involved in responding to incidents or who may assist the Title IX Coordinator in processing, investigating, or adjudicating reports of sexual harassment must receive additional training about issues related to sexual harassment and their role in the adjudication process.

Appendix A - Resources

A. Suggested Actions and Resources for Complainants of Sexual Harassment

Anyone experiencing or witnessing sexual harassment is urged to get help immediately. The College makes it a priority to help individuals who have experienced sexual harassment and to address their safety, medical, and emotional needs. Individuals who do not want to pursue criminal or college disciplinary action, are still encouraged to access other resources outlined below.

Help may include seeking medical assistance, seeking confidential counseling or crisis care, filing a report with law enforcement, or making a report to the College by contacting the Title IX Coordinator, Emily Scott at 336-272-7102 ext. 5496. Campus Safety and Security and Residence Life Staff are available to help any individual get to a safe place, provide transportation to the hospital, contact Greensboro Police or other law enforcement agency, and offer information about the College's resources and processes. Any discussion with campus officials does not obligate the student to pursue criminal or disciplinary action. The individual making the report may be accompanied by another member of the College community.

Individuals who experience or witness sexual assault are strongly encouraged to do the following in the order listed:

1. Get to a safe place immediately.
2. Seek medical attention available on campus or in the community and work with medical professionals to preserve any physical evidence.
3. Report the assault to campus safety and security, local police, or a member of the campus with whom they feel comfortable (Title IX Coordinator, Campus Safety and Security, Dean of Students, or Director of Student Health).
4. Write down as much as they can remember about the circumstances of the assault, including a description of the assailant.
5. Seek confidential counseling available on campus or in the community.

B. Options for assistance include the following:

Emergency Response
Campus Safety and Security – (336) 312-9911; available 24-hours a day <i>Campus Safety and Security can assist in contacting police or getting medical treatment as needed.</i>
Greensboro Police Department – Call 911 Guilford County Sheriff Department – Call 911

Rape Crisis Line; available 24-hours a day

- Greensboro – (336) 273-RAPE(7273)
- High Point - (336) 889-RAPE(7273)
- Can implement community SART (sexual assault response team) services and a referral to a complainant advocate

Medical Treatment

Campus Health Services, Greensboro Hall – (336) 272-7102, ext. 5277

***The following providers can complete a rape kit and have Sexual Assault Nurse Examiners (SANE) on call. It is recommended that you see one of these providers, if needed, to ensure that any physical evidence is preserved:**

Moses H. Cone Memorial Hospital*
1200 North Elm Street, Greensboro, NC 27401
Main Number: 336-832-7000
Emergency Room: (336) 832-8040

Wesley Long Hospital*
501 N. Elam Avenue, Greensboro, NC 27403
Main Number: 336-832-1000
Emergency Room: (336) 832-1402

MedCenter High Point*
2630 Willard Dairy Road, High Point, NC 27265
Main Number: (336) 832-7000

Alamance Regional Health Center*
1240 Huffman Mill Road, Burlington, NC 27215
Main Number: (336) 538-7000

The following providers offer free, confidential testing for HIV/AIDS and STIs:

Guilford County Health Department – (336) 641-3245
1100 E Wendover Ave, Greensboro, NC 27405

Triad Health Project - (336) 275-1654
801 Summit Avenue, Greensboro 27405

Confidential Counseling and Reporting

Campus Counseling Services - (336) 272-7102, ext. 5224
Director of Counseling Services
Main Building, Office 325

Campus Health Services - (336) 272-7102, ext. 5277
Lauren Childrey, Director of Student Health Services
Greensboro Hall

Campus Ministry – (336)272-7102 ext. 5597
Rev. Robert Brewer, Campus Minister
Campbell Center

Off-Campus Community Resource:

Family Service of the Piedmont, Inc. - (336) 387-6161
315 E. Washington Street, Greensboro, NC 27401

Family Service of the Piedmont offers individual and family counseling, complainant advocacy in medical and legal settings, and a 24-hour crisis lines: (Greensboro) (335) 273-7273

www.familyservice-piedmont.org

Appendix B – Definitions

Bystander or Third Party. A bystander is an individual who observes an incident of potential sexual harassment but does not participate. A bystander may choose to respond at the time of the incident. A Third Party is someone who may have observed or have been told about the incident. A bystander or a third party may make a report regarding the incident to a responsible employee or the Title IX Coordinator.

Clery Act. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) is a federal law. The Clery Act generally requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

Complainant. A Complainant is an alleged victim of Sexual Harassment.

Coercion. Coercion is the use of pressure to compel another individual to initiate or continue sexual activity against an individual’s will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person’s words or conduct are sufficient to constitute coercion if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity. Examples of coercion include threatening to “out” someone based on sexual orientation, gender identity, or gender expression and threatening to harm oneself if the other party does not engage in sexual activity.

Consent. Consent must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious. Under State law in North Carolina, 16 is the minimum age of consent for sexual contact.

Dating violence. Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (i) The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (ii) For the purposes of this definition— (A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence. (iii) For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic violence. Domestic violence is a felony or misdemeanor crime of violence committed— (A) By a current or former spouse or intimate partner of the victim; (B) By a person with whom the victim

shares a child in common; (C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. (ii) For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Family Educational Rights and Privacy Act (FERPA). FERPA is a federal law that generally protects the privacy of student education records. FERPA grants to parents or eligible students the right to access, inspect, and review education records, the right to challenge the content of education records, and the right to consent to the disclosure of education records.

Gender-Based Harassment. Gender-based harassment is unwelcome conduct of a nonsexual nature based on a student's actual or perceived sex, including conduct based on gender identity, gender expression, and nonconformity with gender stereotypes.

Incapacitation. An individual who is incapacitated lacks the ability to make informed, rational judgments and cannot consent to sexual activity. Incapacitation is defined as the inability, temporarily or permanently, to give consent because an individual is mentally and/or physically disabled, asleep, unconscious, or unaware that sexual activity is occurring.

Incapacitation *may* result from the use of alcohol or other drugs. Incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person; however, warning signs that a person may be approaching incapacitation may include slurred speech, vomiting, unsteady gait, odor of alcohol, combativeness, or emotional volatility.

Because determining incapacitation can be difficult, especially when both individuals have been consuming alcohol or other drugs, students are advised to err on the side of caution with sexual encounters. Whenever there is doubt or uncertainty another student can give consent, it is advisable to assume effective consent as defined above cannot be given.

Evaluating incapacitation requires an assessment of how the consumption of alcohol or other drugs affects an individual's decision-making ability, awareness of consequences, ability to make informed judgments or capacity to appreciate the nature and the quality of the act. Evaluating incapacitation also requires an assessment of whether a student who has been charged with a policy violation should have been aware of the reporting student's incapacitation.

Pastoral counselor. A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

Professional counselor. A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

Preponderance of Evidence. The preponderance of the evidence” standard means that a Decision Maker must determine whether a complaint of Sexual Harassment is “more likely than not” to have occurred or 51% likely to have occurred. This standard applies to all complaints of Sexual Harassment.

Respondent. A respondent is an individual who has been accused of committing Sexual Harassment by the report or filing of a formal or informal complaint.

Responsible Employee. A responsible employee includes any employee: who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other harassment by students to the Title IX coordinator or other appropriate school designee; or whom a student could reasonably believe has this authority or duty. A responsible employee must report to the school’s Title IX coordinator, or other appropriate school designee, all relevant details about the alleged sexual violence that the student or another person has shared and that the school will need to determine what occurred and to resolve the situation.

Retaliation. Retaliation is defined as adverse acts or words taken against an individual because of his/her report of a violation of this policy. Under this policy, this may include intimidation, threats, coercion or adverse employment or educational actions. Even if a report made in good faith is not substantiated, retaliation can occur. Retaliation may be committed by the reporting party, Respondent or another individual (or group).

Sexual Assault. Sexual assault is actual or attempted sexual contact with another person without that person’s *consent*. Sexual assault includes, but is not limited to:

- Intentional touching of another person’s intimate parts (i.e. breasts, penis, vagina) without that person’s *consent*;
- Other intentional sexual contact with another person without that person’s *consent*;
- Coercing, forcing, or attempting to coerce or force a person to touch another person’s intimate parts without that person’s *consent*; or
- *Rape*, which is penetration, no matter how slight, of (1) the vagina or anus of a person by any body part of another person or by an object, or (2) the mouth of a person by a sex organ of another person, without that person’s consent.

Chapter 14, Article 7A of the North Carolina General Statutes and other sexually related contact prohibited by North Carolina state law, prohibits Sexual Assault.

Sexual Harassment.

Sexual harassment is defined in accordance with Title IX as one (or more) of the following:

- A school employee conditioning the provision of aid, benefits, or services on an individual’s participation in unwelcome sexual conduct, commonly known as quid pro quo;
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College’s education program or activity; or
- Sexual assault (as defined in the Cleary Act) or dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act).

Stalking or Cyberstalking. (i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (A) Fear for the person’s safety or the safety of others; or (B) Suffer

substantial emotional distress. (ii) For the purposes of this definition—(A) *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property. (B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim. (C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. (iii) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Unwelcome Conduct

Conduct is considered “unwelcome” if the student did not request or invite it and considered the conduct to be undesirable or offensive. Unwelcome conduct may take various forms, including, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be physically threatening, harmful, or humiliating. Unwelcome conduct does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Unwelcome conduct can involve persons of the same or opposite sex.

Participation in the conduct or the failure to complain does not always mean that the conduct was welcome. The fact that a student may have welcomed some conduct does not necessarily mean that a student welcomed other conduct. Also, the fact that a student requested or invited conduct on one occasion does not mean that the conduct is welcome on a subsequent occasion.

Appendix C - Form for Filing a Report

SEXUAL HARASSMENT REPORT FORM

What is sexual harassment?

Sexual harassment is defined in accordance with Title IX as one (or more) of the following:

- A school employee conditioning the provision of aid, benefits, or services on an individual's participation in unwelcome sexual conduct, commonly known as quid pro quo;
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
- Sexual assault (as defined in the Clery Act) or dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act).

Who is required to report sexual harassment? All Greensboro College employees, other than those who are designated as confidential resources, are considered "responsible employees." Responsible employees have a duty to report incidents of sexual harassment to the Title IX Coordinator. You may also use this form to report an incident of sexual harassment if you are the Complainant or if you are not a Greensboro College employee.

Are there college employees who may keep reports of sexual harassment confidential? Counselors, health professionals, and clergy who provide mental-health counseling to members of the college 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 of sexual harassment to the Title IX Coordinator without a Complainant's permission.

What if a Complainant requests confidentiality? Even if a Complainant requests confidentiality or is unwilling to proceed with a complaint, Greensboro College employees, except those with confidentiality as described above, are required to report the incident to the Title IX Coordinator. All reasonable efforts will be made to preserve the Complainant's rights and privacy.

What resources are available to Complainants? The College will work to provide supportive measures to ensure the Complainant's safety and wellbeing. Supportive measures are described within the sexual harassment policy ([section IV. A. 5](#)) and resources are provided in [appendix A](#) of that policy and are available to both the Complainant and Respondent. There is also an abridged version of this policy available from the Title IX Coordinator

What happens with the information I provide? The Title IX Coordinator will follow-up with the Complainant to determine a) if the incident is potentially a policy violation and b) the Complainant's preference for resolution. The Title IX Coordinator will coordinate with other administrators as necessary to determine the appropriate response.

What should I do with the completed report form? Please provide the information requested on the other side of this sheet and deliver the completed form to:

Emily Scott
Title IX Coordinator
Greensboro College
Main Building Room 231
Greensboro, NC 27401

This form may also be submitted by email to titleix@greensboro.edu
 Please contact Emily Scott at **(336) 272-7102 ext. 5496** or the email above with any questions.

Messages regarding incidents of potential sexual harassment may also be left at [\(336\) 217-7259](tel:3362177259). The College's ability to respond or take further action may be impacted by what information is available about the incident or the individuals involved.

GREENSBORO COLLEGE SEXUAL HARASSMENT REPORT FORM

COMPLAINANT'S INFORMATION (if different from reporter):			
Complainant's Name:	Complainant's affiliation to Greensboro College (student, faculty, staff, unaffiliated):		
Complainant's Contact Information (if available):			
<u>Telephone:</u>	<u>Email:</u>		
Complainant's Preference for Action:	<input type="radio"/> No Action	<input type="radio"/> Formal Complaint	<input type="radio"/> Voluntary Resolution
RESPONDENT(S) INFORMATION: (the individual accused of committing the harassment)			
Respondent's Name (if known):	Respondent's affiliation to Greensboro College (student, faculty, staff, unaffiliated):		
Respondent's Contact Information (if available):			
<u>Telephone:</u>	<u>Email:</u>		
INCIDENT INFORMATION:			
Date and Time of Incident:	Location or address of Incident:		
Description of the Incident (nature of harassment, context or circumstances.). Additional pages may be attached.			

REPORTER'S INFORMATION:	
Reporter's Name:	Date of Report:
Reporter's Affiliation to Greensboro College (student, faculty, staff, unaffiliated):	Reporter's Contact Information: <u>Telephone:</u> <u>Email:</u>
ANY OTHER ADDITIONAL INFORMATION:	
Provide any additional details here that could be helpful (other witnesses, preference for privacy, conditions to improve on campus, supportive measures requested, etc.)	

Appendix D - Protections Granted to Parties involved in Allegations of Sexual Harassment

Greensboro College is Committed to Providing a Complainant of Sexual Harassment the Following Protections:

- Resolution as set out in the policy of all credible reports of prohibited conduct made in good faith;
- Respectful treatment by college officials;
- The right to bring a support person or advisor to all phases of the investigation and hearing proceedings;
- The right not to be discouraged by college officials from reporting prohibited conduct to both on-campus and off-campus authorities;
- Written notice of the outcome and sanction of any investigation or hearing;
- Information about options to notify proper law enforcement authorities, including campus safety and security and local police, and the option to be assisted by campus authorities in notifying such authorities, if the individual so chooses. This also includes the option not to report, if this is the individual's desire;
- Notification of available counseling, mental health or student services for individuals reporting a violation of policy, both on campus and in the community;
- Notification of, options for, and available assistance in, changing academic and living situations due to an alleged incident, if so requested and if such changes are reasonably available (no formal report or campus or criminal investigation need occur before this option is available).
- Exclusion of irrelevant prior sexual history admitted as evidence in a campus investigation or hearing, unless expressly permitted under this policy;
- The right not to have any report of prohibited conduct mediated (as opposed to adjudicated);
- Timely response to reports of sexual harassment by campus authorities;
- A fair and timely investigation process resulting in a determination of whether a policy violation occurred, and if so, recommended sanctions;
- The right to appeal the determination of the Decision Maker, in accordance with the standards for appeal established by the College;
- The right to review all documentary evidence available regarding the investigation, subject to the confidentiality limitations imposed by state and federal law;
- Notification in advance of any public release by the college of information regarding the report; and

- Protection of personally identifiable information from release to the public by the College, without the Complainant's consent, to the extent required by law.

Greensboro College is Committed to Providing the Respondent to an Allegation of Sexual Harassment the Following Protections:

- Resolution as set out in the policy of all credible reports of prohibited conduct made in good faith;
- Respectful treatment by college officials;
- The right to bring a support person or advisor to all phases of the investigation and hearing proceedings;
- Written notice of the outcome and sanction of any investigation or hearing;
- Information about options to notify proper law enforcement authorities, including campus safety and security and local police, and the option to be assisted by campus authorities in notifying such authorities, if the individual so chooses;
- Notification of available counseling, mental health or student services for individuals accused of a violation of policy, both on campus and in the community;
- Notification of, options for, and available assistance in, changing academic and living situations due to an alleged incident, if so requested and if such changes are reasonably available (no formal report or campus or criminal investigation need occur before this option is available).
- The right not to have any report of prohibited conduct mediated (as opposed to adjudicated);
- Appropriate and sensitive handling of accusations of sexual harassment by campus authorities.
- A fair and timely investigation process resulting in a determination of whether a policy violation occurred, and if so, recommended sanctions;
- The right to appeal the determination of the Decision Maker, in accordance with the standards for appeal established by the College;
- The right to review all documentary evidence available regarding the investigation, subject to the confidentiality limitations imposed by state and federal law; and
- Advance notification of any public release by the college of information regarding the report.

Appendix E – Sanctions

When a Respondent is found in violation of this policy, sanctions will be imposed according to the following guidelines. The level and type of the sanction imposed will depend on the type of offense. The types of sanctions imposed for each sanction level are detailed below, as well as the level of sanction recommended to each type of violation.

Level of Sanction	Type of Sanction
Level 1	Disciplinary Warning, Mandatory Education/Training, Mandated Counseling, Community Restitution
Level 2*	Mandatory Education/Training, Mandated Counseling, Disciplinary Probation, Loss of Housing Privileges
Level 3	Loss of Housing Privileges, Disciplinary Suspension, Dismissal

*Repeated or multiple offenses will result in a **minimum** of Level 2 sanctions, and sanctions imposed for repeat offenses will be more severe than those imposed for the first offense.

Violation	Type of Offense	Recommended Sanctions
Sexual Harassment	A. – Verbal , written, or electronic harassment; inappropriate language; or discriminatory treatment (single offense)	Level 1
	B. – Requests for sexual favors; unwanted sexual advances; or non-consensual touching of non-intimate body parts (single offense)	Level 2
	C. – Pattern of harassment, non-consensual touching, or discriminatory treatment	Level 3
Sexual Assault (Interim Suspension may be imposed prior to the final resolution of a complaint)	A. – Non-consensual, coerced, or forced touching of intimate body parts or other sexual contact	Level 2
	B. – Rape or attempted rape (non-consensual oral, vaginal, or anal penetration)	Level 3
Sexual Intimidation	A. – Indecent exposure	Level 1*
	B. – Verbal, written, or electronic aggression based on gender or threats to commit a sexual act against someone	Level 2
	C. – Physical act(s) of bullying, aggression, or hostility based on gender	Level 2 or Level 3 (depending on whether the act resulted in physical injury)
Sexual Exploitation	A. – Viewing another person’s sexual activity, intimate body parts, or nakedness without their knowledge or consent	Level 1*
	B. – Recording and/or distributing sexual images or audio of another person without their consent	Level 2
	C. – Prostituting another person	Level 3
	A. – Threat of physical or sexual violence	Level 1

Domestic or Dating Violence (against a current or former intimate partner)	B. – Act of physical or sexual violence; excluding rape or serious physical injury	Level 2
	C. – Act physical or sexual violence that resulted in physical injury; including rape	Level 3
Stalking or Cyberstalking	A. – First offense	Level 1
	B. – Repeat offense	Level 2 or Level 3 (depending on safety concerns)
Retaliation (against a person because of they reported sexual harassment)	A. – Verbal, written, or electronic intimidation, threats, hostility, or aggression	Level 1*
	B. – Physical act of intimidation, coercion, hostility, or aggression	Level 2 or Level 3 (depending on whether the act resulted in physical injury)
Providing False Information	Any incident of providing false information	Level 1 or Level 2 (depending on whether another person’s educational opportunity was impacted)

Additional sanctions for College employees, including student employees, who violate this policy may include withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, or compensation adjustments.

Sanctions are distinct from supportive measures. Supportive measures, such as housing reassignment, limiting access to certain areas of campus, or no-contact agreements (see V.A.5. above), may be implemented at any time, even if a formal complaint is not pursued, and may be implemented in addition to any disciplinary sanctions that are imposed as the result of a formal complaint resolution. The institution of emergency removal as a supportive measures may be appealed as described in the policy.