

Sexual Harassment is any conduct on the basis of sex that satisfies one of the following:

- A. An Employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct.
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive it effectively denies a person equal access to the school's education program or activity; or
- C. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined in the Clery Act amended by VAWA.

Sexual Assault is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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. Dating Violence includes, but is not limited to, sexual or physical abuse or threat of such abuse.

Domestic Violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the act(s) occurred; or by any other person against an adult or youth victim who is protect from that person's acts under the domestic of family violence laws of the jurisdiction in which it occurred.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their or others' safety, or suffer substantial emotional distress. Course of conduct is two or more acts, and includes direct or indirect actions by a person or through a third party or other means follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property.

Sexual Discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender or sex.

Supportive Measures are services, accommodations, or other assistance that the College puts in place after receiving notice of alleged sexual harassment. Such measures may include, but are not limited to:

- no contact orders;
- no trespass notices;
- academic accommodations (such as course changes or other appropriate arrangements);
- residential accommodations for individuals living on campus;
- changes in employment arrangements if applicable;
- assistance with accessing counseling, disability services, safety escorts, etc.; and
- information and assistance with filing a report with law enforcement and/or seeking restraining orders or orders of protection.

Such requests should be made to the Title IX Coordinator. The Coordinator or designee will assess the need to implement any such measures and will provide these measures if they are reasonably available. The College will keep private, to the extent practicable, any measures provided.

Sexual misconduct will not be tolerated on College property or at any College-sponsored activity. In accordance with Board Procedure II-001.5 (Illegal Discrimination and Harassment Complaints-Including Sexual Harassment-for Employees) and Board Procedure VII-012 (Non-Discrimination for Students) which has been adapted for the Student Handbook under Non-Discrimination and Complaint Procedure (Including Sexual Harassment), the College will process all reports, regardless of where the conduct occurred, to determine whether the conduct occurred in the context of its education program or had continuing effects on campus or in an off-campus program or activity.



Jefferson College



Addressing Sexual Misconduct
(www.jeffco.edu/titleIX)

Title IX Coordinator:
Dr. Kimberly Harvey-Manus
1000 Viking Drive
Hillsboro, MO 63050
Student Center, Room 205
636.481.3200
kharvey@jeffco.edu

It is the policy of Jefferson College that no person shall, on the basis of age, ancestry, color, creed, disability, genetic information, marital status, national origin, race, religion, sex, gender identity or expression, sexual orientation, or veteran status be subject to discrimination in employment or in admission to any educational program or activity of the College. Note: If accommodations for a disability are needed, contact the Disability Support Services Coordinator, TC101, (636) 481-3169 or 797-3000, ext. 3169 or cplatter@jeffco.edu.

On-Campus Resources

Counseling/Mental Health

COMTREA On Campus: Student Center 202, 636-481-3215

Health/Mental Health

Mercy On Campus: Viking Woods #214, 636-543-2290

Visa & Immigration/Enrollment Services

Student Center 1st Floor, 636-481-3209

Disability Support Services

Technology Center 101, 636-481-3169

Student Financial Services

Student Center 1st Floor, 636-481-3212

Off-Campus Resources

Counseling/Mental Health

Behavioral Health Response Hotline, 314-469-6644

COMTREA, 636-931-2700

Health/Mental Health/Forensic Exam

Mercy Hospital Jefferson, 636-933-1000

St. Anthony's Medical Center, 314-525-1000

Victim Advocacy

COMTREA's A Safe Place, 636-232-2301 or 877-266-8732

MO Coalition Against Victims of Domestic and Sexual

Violence, 573-634-4161

Legal Assistance

Legal Services of Missouri, 800-440-0514

Legal Advocates for Abused Women, 314-664-6699

Jefferson County Courthouse, 636-797-5443

Visa & Immigration

Citizenship and Immigration Services, 800-375-5283

Immigration and Customs, 866-341-2423

Homeland Security, Human Trafficking, 866-341-2423 or

Victim Support 888-373-7888

Shelter

COMTREA's A Safe Place, 636-232-2301 or 877-266-8732

Other

National Domestic Violence Hotline, 800-799-SAFE (7233)

National Sexual Assault Hotline, 800-656-HOPE (4673)

Office of Civil Rights,

www2.ed.gov/about/offices/list/ocr/index.html

Adult Abuse/Stalking Orders of Protection,

www.courts.mo.gov/page.jsp?id=533

How & Where to Report Sexual Misconduct

A victim's first priority should be to get to a place of safety. They should then obtain necessary medical treatment. Victims are encouraged to talk to one of the below contacts so they can get the support they need and so the College can respond appropriately. If the incident is reported to a College employee, the employee is required to notify the College's Title IX Coordinator, as per law. If confidentiality is requested or that no investigation be conducted or disciplinary action taken, the Title IX Coordinator must weigh that request against the College's obligation to provide a safe and non-discriminatory environment for all students and employees.

Title IX Coordinator Contact Information:

Dr. Kimberly Harvey-Manus, Vice President of Student Services

636-481-3200, Student Center SC205

The Title IX Coordinator, or designee, will meet with anyone to review their rights and options, available support services, and interim measures, and information about how information is kept private— to every extent possible.

Deputy Title IX Coordinators

Students: Kristine Bogue, Director of Student Compliance/Deputy Title IX Coordinator,

636-481-3258, SC 209, kbogue1@Jeffco.edu

Dr. Michael Booker, Associate Dean – Humanities, 636-481-3312, ASI 110B, mbooker@Jeffco.edu

Employees: Tasha Welsh, Director of Human Resources, 636-481-3157, ADM, twelsh@Jeffco.edu

Jefferson College Campus Police Department Emergency 9-1-1, 636-481-3500, Viking Woods 215

It is strongly advised that sexual violence is reported in a timely manner for evidence collection and preservation, which increases the likelihood of identifying the perpetrator(s) and holding perpetrators accountable. Evidence may be collected from the scene, but may also be collected from the victim's body, clothes, and other personal belongings. It is recommended to not disturb the crime scene and save all clothing and items involved. Victims are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents.

Victims have a right to refuse law enforcement involvement. Filing a police report will not obligate the victim to prosecute, nor will it delay the College's own investigation or disciplinary proceedings. JCCPD will notify the Title IX Coordinator of any reported sexual misconduct and may assist in notifying the Jefferson County Sheriff's Department, if requested by the victim.

If a victim chooses to have a medical forensic exam, they should not bathe, shower, douche, use the toilet, brush teeth, drink anything, smoke, nor change clothing prior to the medical/legal exam. If victims do not opt for a forensic evidence exam, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Still Unsure if You Want to Make a Report?

It is understandable to not be sure what you want to do. Consider speaking confidentially with a licensed professional counselor at Jefferson College. No identifying information will be shared outside counseling without a signed release from you. Call 636-481-3215 to schedule an appointment or email counseling@jeffco.edu.

Reports may also be submitted anonymously online at: cm.maxient.com/reportingform.php?JeffersonCollege&layout_id=0

Title IX of the Education Amendments of 1972 states "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefit of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." The College has designated the Vice President of Student Services as the lead person responsible for coordinating the College's efforts to comply with the College's Title IX responsibilities, overseeing the College's response to reports of Title IX violations, and identifying and addressing any pattern or systematic problems.

