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

Director of Student Compliance & Title IX Coordinator:
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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 csatter@jeffco.edu.

Consent is words or actions that show a knowing and voluntary agreement to willingly engage in agreed upon sexual activity. Consent cannot be gained by force, incapacitation, or by reason of youth or mental incapacity; requires communication between all involved individuals; and must be obtained one step at a time.

Dating/Domestic Violence is abuse or stalking committed by a spouse, former spouse, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Sexual Assault is actual or attempted sexual contact with another person without that person’s consent.

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

Sexual Exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person’s consent.

Sexual Harassment is unwelcome conduct of a sexual nature, including but not limited to unwelcome sexual advances, requests for sexual favors, or other verbal or nonverbal conduct of a sexual nature.

Sexual Violence collectively refers to the terms “Sexual Assault,” “Domestic Violence,” “Dating Violence,” and “Stalking.”

Stalking occurs when any person purposely engages in an unwanted pattern of conduct over a period of time, however short, that serves no legitimate purpose and that causes fear of danger of physical harm to another person when it is reasonable in that person’s situation to have been alarmed by the conduct.

Interim Measures are services, accommodations, or other assistance that the College puts in place after receiving notice of alleged sexual misconduct. 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.

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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:
Kim Sahr, Director of Student Compliance and Title IX Coordinator 636-481-3258, Student Center 211
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.

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 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.

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 Sandy Davis, a COMTREA licensed professional counselor, who provides services at Jefferson College. No identifying information will be shared with the College without a signed release from you. Call 636-481-3215 to schedule an appointment.

Reports may also be submitted anonymously online at: cm.maxient.com/reportingform.php?JeffersonCollege&layout_id=2

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 the benefits 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 systemic problems.