

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

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

- 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.
- 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
- 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. This includes rape, fondling, incest, or statutory rape.

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 protected from that person's acts under the domestic or 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.

Supportive Measures

Non-disciplinary, non-punitive measures put in place to assist any individual impacted by sexual harassment in order to restore or preserve their equal access to their educational program, educational activity, or employment. Supportive measures are provided free of cost and implemented with or without the presences of a police report or formal complaint.

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. For additional information, visit:

<https://www.jeffco.edu/support-measures/>

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 confidential, to the extent practicable, any measures provided.

Civil Ex Parte & Order of Protection

Jefferson College does not issue Orders of Protection. The JCPD is responsible for enforcing any judicially issued protective measure, such as an Ex Parte Order or Full Order of Protection.

- Jefferson County Courthouse, 300 Main Street, Hillsboro, MO 63050, 636-797-5443
- Adult Abuse/Stalking Orders of Protection, www.courts.mo.gov/page.jsp?id=533

Confidentiality

Jefferson College will protect the identity of persons who report having been survivors of dating violence, domestic violence sexual assault or stalking, by only sharing information with those who are "need to know", even if the survivor does not specifically request confidentiality.

The **Clery Act** requires the College to collect and report specific statistical information, including the nature, location, and date/time of the crime related to incidents of sexual assault, domestic violence, dating violence, and stalking that take place on College-owned or controlled properties or at College-sponsored programs or events. The victim's personally identifying information will not be included in any publically available recordkeeping, including Clery Act reporting and disclosures such as the Annual Security Report and the daily crime log.



Survivor Safety & Support

(www.jeffco.edu/titleix)

Though each survivor's experience is unique, there are a wide range of emotions that may be felt over the days, weeks, months, and even years following a traumatic experience. These reactions may change over time, and it may be helpful to address the experience with the assistance of others. A survivor's immediate and long-term safety is what is most important. These resources and options may be helpful to a survivor when deciding what next steps are a good fit for them.

Jefferson College is committed to fostering an inclusive environment where all individuals are respected and empowered to achieve their goals. In pursuit of the mission, vision, and values of the College, as well as to be in compliance with all applicable local, state, and federal laws, the Jefferson College Title IX Sexual Harassment Procedure and Grievance Process prohibits any form of discrimination on the basis of sex, inclusive of sexual harassment.

On-Campus Resource

Counseling/Mental Health

For Students: Counseling Services: Student Center 202, 636-481-3215, counseling@jeffco.edu

For Full Time Employees: Personal Assistance Services, <https://www.jeffco.edu/employee-resources/pas-employee-assistance-program>

For Students and Employees: Central Methodist University Clinical Counseling Services (virtual appointments only), cccjeffco@centralmethodist.edu

Visa & Immigration/Enrollment Services

Student Center 1st Floor, 636-481-3209

Accessibility Resource Office

Arts and Sciences II, Room 303, 636-481-3169

Financial Aid

Student Center 1st Floor, 636-481-3212

Health/Legal Assistance

No Health/Legal Services are provided On-Campus

Off-Campus Resources

Counseling/Mental Health

The 988 Lifeline, dial 9-8-8

The Trevor Project (for those ages 13-24), 866-488-7386

Trans Lifeline Hotline, 877-565-8860

St. Louis Queer+ Helpline, 314-380-7774

Shelter & Advocacy

A Safe Place, 636-232-2301 (24hrs)

Safe Connections, 314-531-2003

Health/Mental Health/Forensic Exam

Mercy Hospital Jefferson, 636-933-1000

Mercy Hospital South, 314-525-1000

Legal Assistance

Legal Services of Eastern Missouri, 800-444-0514

Jefferson County Courthouse, 636-797-5443

Visa & Immigration

Citizenship and Immigration Services,

<https://www.uscis.gov/>

Immigration and Customs, <https://www.ice.gov/>

Victims Engagement and Services Line, 1-833-383-1465

Other

Child Abuse Hotline,

dss.mo.gov/cd/keeping-kids-safe/can.htm

Statewide victim services directory,

<https://dps.mo.gov/dir/programs/cvsu/victimservices/>

National Domestic Violence Hotline, 800-799-SAFE

(7233)

National Sexual Assault Hotline,

800-656-HOPE (4673)

Office of Civil Rights, <https://www.ed.gov/laws-and-policy/civil-rights-laws>

Importance of Preserving Evidence

Consider obtaining medical treatment as soon as possible. You can receive medical attention at any medical facility; however, certain facilities have specially trained staff to help survivors and/or have the ability to offer a sexual assault forensic exam (SAFE). Completing an exam helps preserve evidence in case you decide later to file a police report. Medical exams can also address other physical needs or trauma and access for sexually transmitted infections or pregnancy. Even if you do not want to complete a medical exam, evidence may be helpful in obtaining a protection order or in proceeding with a criminal investigation or a campus disciplinary process should you choose to pursue any of these options. Evidence may be collected from the scene and the survivor's body, clothes, or personal belongings. Evidence may also include text or instant messages, social media, visual or written communication, pictures, logs, copies of documents, etc.

Reporting Options

Survivors are encouraged to report what happened to them so they can get the support they need and so law enforcement and the College can respond appropriately. Survivors have the options to 1.) Notify proper law enforcement authorities, including on campus and local police, 2.) be assisted by campus authorities in notifying law enforcement authorities, and 3.) declining to notify such authorities.

Reporting to Law Enforcement Authorities: If the crime occurred on campus, the **Jefferson College Police Department (JCPD)** can assist you filing a police report. **Emergency 9-1-1, 636-481-3500, JCH-Viking Woods, JCA.** If the crime occurred off-campus, the JCPD recommends that you contact the police department where you live or where the assault occurred.

Reporting to Campus Authorities: Making a report ensures the College is put on notice of the incident and ensures the survivor is provided a written explanation of their rights and options whether the incident occurred on or off campus. Reports may be made in person, verbally, by phone, in writing through mail or electronic mail or any other manner that delivers the information to the appropriate Title IX Coordinator at any time. Electronic and Anonymous Reporting: <https://cm.maxient.com/reporting.php?JeffersonCollege>

Interim Title IX Coordinator:

Brittany Gates

636-481-3271, Student Center 209, bgates1@jeffco.edu

Jefferson College will respond promptly, equitably, and thoroughly to all reports of sexual harassment in order to eliminate the harassment, prevent its recurrence, and address the effects or impacts on any individual(s) involved.

Deputy Title IX Coordinators

Students: Kristine Bogue, Director of Student

Compliance, 636-481-3258, SC 209,

kbogue1@jeffco.edu

Employees: Tasha Welsh, Director of Human

Resources, 636-481-3157, ADM, twelsh@jeffco.edu

An individual may also file a complaint with the U.S. Department of Education's Office for Civil Rights, the Equal Employment Opportunity Commission and/or the Missouri Human Rights Commission.



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."

